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THE LABOUR GAZETTE

Conditions in Canadian Industry (p. 400)

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(Continued on page three of cover)

THE LABOUR GAZETTE

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Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor
Frank L. Dubervill

Editor, French Edition
Georges D'Astous

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

VOL LXV, No. 5 — CONTENTS — May 1965

Dept. Today: Transfer of National Employment Service 394
50 Years Ago This Month 395
Notes of Current Interest 396
Working Conditions in Canadian Industry, 1964 400
Canada Pension Plan 402
Industrial Fatalities in Canada, 1964 407
Latest Labour Statistics 409
Employment and Unemployment, April 410
Rehabilitation: Co-ordinator Appointed in Newfoundland 412
Collective Agreement Provisions on Older Workers 413
Women Workers in Israel 414
Collective Bargaining Review:
Collective Bargaining Scene 415
Teamwork in Industry 421
Certification and Conciliation:
Certification Proceedings 422
Conciliation Proceedings 425
Labour Law:
Legal Decisions Affecting Labour 432
Recent Regulations under Provincial Legislation 437
National Employment Service:
Monthly Report of Placement Operations 439
Unemployment Insurance:
Monthly Report on Operation of the Act 440
Decisions of the Umpire 441
Wage Schedules 444
Price Indexes 448
Publications Recently Received in Department's Library 449
LABOUR STATISTICS 455

Indexed in the Canadian Periodical Index

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Transfer of National Employment Service

As recommended by Gill Committee of Inquiry into operations under Unemployment Insurance Act, NES transferred April 1 from Unemployment Insurance Commission to Labour Department

Effective April 1, the National Employment Service was transferred from the Unemployment Insurance Commission to the Department of Labour. The transfer was recommended by the Gill Committee of Inquiry into the operations carried on under the Unemployment Insurance Act.

The transfer will means that most essential elements of manpower policy at the federal level will be under the Minister of Labour.

In a statement to the House of Commons on March 31, the Minister of Labour, Hon. Allan J. MacEachen, said a number of transitional steps had been taken to ensure continuity of service to the public.

Some 4,156 positions were transferred to the Department of Labour, and 5,859 positions were left with the Unemployment Insurance Commission.

William Thomson, Director of the NES, becomes National Director of the National Employment Service of the Department of Labour. The regional offices of the National Employment Service will each have its own Regional Director.

No Adverse Effect on Staff

The employees who are remaining in the Unemployment Insurance Commission and those joining the Department of Labour have been assured that the transfer will not affect them adversely. The Civil Service Commission has agreed that competitions for positions in either the Unemployment Insurance Commission or in the Department of Labour will be open to the personnel of both during the next five years.

Additional positions will be required to strengthen the staff of the National Employment Service at head office and where needed elsewhere.

"It will not be possible nor practical to implement all of the decisions with respect to office accommodation and equipment on April 1," the Minister told the House.

The Minister then announced:

"We intend to have a thorough study made, with the help of independent advisers, of the re-organization of the National Employment Service to ensure that it will become the key operational agency in the manpower field. This independent and objective analysis will also include an assessment of the other manpower activities in the Department of Labour, and of the most effective ways and means of achieving a full co-ordinated manpower program in Canada. These steps will be taken immediately."

Message of Welcome

George V. Haythorne, Deputy Minister of Labour, has sent a message of welcome to the staff of the NES.

"I am confident that with understanding and the same spirit of co-operation you have demonstrated in the past," he said, "we shall be able to cope successfully with the complete transition and thus ensure that no break in service occurs.

"The National Employment Service has made a highly important contribution in the past. As we move forward with the increasing challenges we face in the employment and manpower fields in Canada, I am confident that the National Employment Service will make an even greater contribution in the future," he said.

In his statement in the House, Mr. MacEachen said he had stressed the need for an aggressive and positive manpower policy ever since he became Minister of Labour, and that he had welcomed the strong emphasis the Economic Council of Canada had placed on manpower as a major part of economic policy.

Saying he fully agreed with the stress the Council had placed on the need for close co-ordination of all programs and policies in this field, he asserted: "We have made significant progress in developing an over-all Canadian manpower policy, and have already achieved a substantial amount of co-ordination."

The transfer of the NES to the Department, he said, "will make a further contribution toward realization of an active and fully co-ordinated manpower policy—a major element in our country's total economic and social development."

The National Employment Service is organized into a head office, five regional offices, and 250 local offices, which number includes branch offices and zone offices. In large metropolitan centres, the NES local office may have several branches.

From the Labour Gazette, May 1915

50 Years Ago This Month

Employment situation improves in Eastern Canada but in the Prairie Provinces and British Columbia unemployment still serious in April 1915. Regina families said near starvation

The employment situation in April 1915 on the whole showed improvement in Eastern Canada, according to reports in the May issue from LABOUR GAZETTE correspondents; but in the Prairie Provinces and in British Columbia unemployment was still serious.

The Winnipeg correspondent said that, as a conservative estimate, there were 12,000 unemployed in Winnipeg about the middle of April. He also reported that "several thousands of unemployed men, mostly of foreign birth, flocked to the city towards the spring in the hope of finding employment, as no work was afforded them by the construction departments of the railway companies.

"About 3,000 of these were sent to work on farms between Feb. 1 and the beginning of April, but the situation remained somewhat serious." He added that it would probably be relieved by the opening up of special work by the provincial Government and the City, and that the railway companies had promised to undertake extra construction and repair work at every possible railway point.

The Moose Jaw correspondent said that unemployment conditions were reaching a "critical" point: more than 800 men registered in the City Employment Bureau for work for whom work could not be found. The situation, he said, had become more acute with the arrival of "a number of foreigners from outside points looking for work with the Canadian Pacific Railway here. It has been estimated that 200 men of this class have reached the city."

The same correspondent said that there was a move on foot among unemployed mechanics to get either the Canadian or the British Government to help with the cost of their transport to England, "where work for certain mechanics is reported to be plentiful."

From Prince Albert, the report was: "The general condition of the labour market has been going from bad to worse . . . Many skilled mechanics were anxious to return to the Old Country, but cannot do so as they are unable to furnish the passage money."

The Regina correspondent said, "The supply of labour far exceeded the demand. A great many families were on the verge of starvation and demanding work of some kind so as to be able to make a living. A mass meeting of the foreign population was held on Sunday, April 25, attended by about 1,300. Delegates were appointed to wait on the City Council to try and get some work started to help out the situation."

From Saskatoon: "Unemployment continued. . . . Very many homesteaders have come into the city in the hope of finding work, thereby augmenting the number of unemployed . . . ."

The Calgary correspondent said, "Unemployment was still acute, despite the fact that the weather was favourable for the prosecution of all outside operations, especially agriculture . . . ."

From Fernie, B.C., the report was a little better, and the correspondent said that "the outlook was more optimistic than it has been during the winter months . . . ."

The Vancouver correspondent said: "Industrial conditions still continued very slack, and the available labour supply was far in excess of demand. Relief work on a general scale still continued and constituted one of the gravest problems which the civic authorities have ever had to face . . . ."

Skilled mechanics in Vancouver were said to be wanting to go to Britain to get work that they believed was available there.

In the monthly review of trade disputes during April 1915, it was reported that 21 bag makers in Berlin had struck work on April 21. These men had been engaged to sew grain bags on a Government contract on the understanding that they would be paid at a fair rate. When they came to inquire how much they were going to get, they were told they would receive 30 cents per 100 bags.

"The men were not satisfied with this offer and quit work. The firm then offered 40 cents per 100 bags, but this also the men refused, stating that they would work for 60 cents per 100. The men remained on strike until April 27, when, after negotiations had been carried on, it was decided that the men would return and receive 48 cents per 100. It was found that the men were able to sew from 350 to 550 bags per day."

A strike of 41 machinists in Amherst, N.S., had occurred in May 1914 when their wages were reduced by from 1 to 3 cents an hour. "From time to time during the past year," this journal reported, "the number of men receiving strike pay gradually became less until finally the number was reduced to one man." The strike was then considered to be over.

Department's Filmstrip Wins Award at New York Festival

A filmstrip in colour, produced jointly by the Economics and Research Branch of the Department of Labour and the National Film Board, has won the Blue Ribbon Award at the American Film Festival.

The Blue Ribbon Award is the only major award for filmstrips at the Festival, which is sponsored by the Education Film Library Association, Inc., and was held in New York from April 21 to 24.

The award-winning strip was *Electronic Computer Occupations,* the most recent in the "Canadian Occupations" series. This series consists of visual presentations of the information contained in the companion series of occupational monographs.

Another in First Ten

Another filmstrip in the series, titled *Careers in Library Service,* was one of the ten selected for submission to the judges. The selection was made from 76 nominations, which in turn had been made from hundreds of entries.

The judges said the prize had been awarded to *Electronic Computer Occupations* for the "interesting and creative way in which a complex subject had been treated." The script for the filmstrip was written by Helen Traynor and William Allison of the Occupational Analysis Section of the Economics and Research Branch. Miss Traynor has since become Assistant to the Director of the Women's Bureau.

The Department's second entry, *Careers in Library Service,* also in colour, was given high praise by the judges, who described it as "the best vocational guidance filmstrip" they had ever seen.

The occupational monographs are intended to help Canadian youth facing the problem of choosing an occupation, parents, teachers, employment service officers, and others interested in guiding young people into the right avenues of employment, as well as workers and trade union officials.

The first occupational monograph was published in July 1949. After 43 had been published, a new format was chosen. So far, 12 monographs in the new format have been published.

Help in preparing the booklets, which may be obtained from the Queen's Printer, Ottawa, price 25 cents each, has been given by the Unemployment Insurance Commission, the Technical and Vocational Training Branch of the Department of Labour, and the provincial departments of Education and Labour.

Filmstrips may be purchased from the National Film Board, Box 6100, Montreal, at a price of $4.00 for colour strips, $2.00 for black and white.

Extension Granted for Completion of Winter Works Projects

An extension of time for completion of projects under the Municipal Winter Works Incentive Program that were delayed because of severe weather conditions was announced on April 17. In no case was an extension permitted to go beyond May 31, and the duration of an extension was relative to the time lost during the bad weather.

An extension was agreed to provided that work on the project had been started in November, the projects required at least five months work, they were carried on continuously except for bad weather periods of at least two weeks duration, and that work on other private or public undertakings of a simliar character in the district also had to be discontinued during the same bad weather periods.

Under the Municipal Winter Works Incentive Program, which is designed to provide additional winter employment by encouraging municipalities to carry out public works projects during winter, the federal Government pays 50 per cent of payroll costs on approved projects. In Designated Areas and the Areas of High Winter Unemployment, the federal payment is 60 per cent. Normally, projects must be carried out between November 1 and April 30.

Although applications accepted under the 1964-65 Municipal Winter Works Incentive Program up to the end of April were fewer than those accepted at the same time in 1964, the amount of employment provided was higher.

Applications accepted totalled 6,307, compared with 7,280 a year earlier; but the estimate of man-days of work provided was 7,848,598, compared with 6,764,010 man-days at the same date in 1964. The estimated number of men hired during the period of the 1964-65 program was 166,200; the year before it was 162,752.

The federal Government's share of direct payroll costs this year was $60,930,000, compared with $51,505,000 last year. The total payroll cost of projects was $113,008,000, compared with a total of $97,180,000 in 1964.

$1,000,000 Spent on Construction Creates Jobs for 115 for Year

About 115 workers are employed for one year for each million dollars spent for constructing new facilities, such as buildings or highways. And as the value of new public and private construction in the United States in 1962 was nearly $60 billion, about 7 million on-site and off-site jobs—1 of every 10 during that year—resulted from new construction expenditures.

This was revealed in an article, "Employment Effects of Construction Expenditures," in the February *Monthly Labor Review* of the United States Department of Labor. The article, comparing the labour requirements for various types of construction, was based on a continuing study program initiated in 1959 by the Bureau of Labor Statistics.

Slightly less than half of these jobs are in the construction industry. The majority are in the various stages of manufacturing, mining, trade, and transportation industries that produce, sell and deliver materials required for construction activities.

For most types of construction activity, approximately 225 man-hours of employment are created by each $1,000 of construction contract cost. Man-hour requirements at the site of construction varied widely, from 72 per $1,000 of construction costs for private one-family housing to 134 per $1,000 for dredging.

Workers in the skilled trades accounted for more than 65 per cent of the total on-site man-hours for private one-family housing and hospitals; about 60 per cent for other types of building construction; and about 40 per cent for heavy construction.

On the other hand, semi-skilled and unskilled workers accounted for about 25 per cent of the on-site man-hours for private housing, about 35 per cent for other building construction, and 50 per cent for heavy construction.

A table accompanying the article listed eight construction trades and showed the man-hours of work each received for every $1,000 of contract cost.

According to the table, in the construction of one-family houses a large share of the on-site man-hours is worked by carpenters. Plumbers got considerably more work on hospital construction jobs than on other listed type of construction.

Hospitals created a total of 223 man-hours of work for each $1,000 of construction cost. Construction trades on the site got 60.7 of these man-hours, with the plumbers getting 12.7 of them, more than any of the other seven trades listed.

This compares with one-family housing, where plumbers received 3.8 man-hours and carpenters got 24.9 man-hours of work of the 53 man-hours provided by each $1,000 worth of construction.

For each man-hour of employment performed on the construction site, an additional 0.7 to 1.8 man-hours were required to produce and distribute the necessary materials, supplies, and equipment used in the construction.

Tripartite Efforts Find New Jobs For Workers Released in Merger

The re-employment of 337 persons who lost their jobs as a result of the merger of two asbestos mining companies in Quebec in March 1964 was the result of the joint efforts of the union involved, the employers, the Quebec Government and two municipalities. Another 39 were helped to set up in business for themselves.

Of the 2,700 employees of Asbestos Corporation and two companies in the Thetford-Black Lake region that were taken over by it, 583 were released as a result of the merger. Early in June, a special corporation was set up to organize a compaign to find new employment for them.

The corporation consisted of two representatives of the union, an affiliate of the Confederation of National Trade Unions; two representatives of Asbestos Corporation; three from the Quebec Government; and one each from the municipalities of Thetford and Black Lake.

The corporation gave counselling interviews, the national and provincial employment services took part in the search for jobs, the unemployed workers were encouraged to join another trade, and a canvas of employers was made.

By November 17, besides those who had found employment and who had set up their own businesses, 29 were attending classes to learn new trades; 129 had "left the labour force" because of death, retirement and other causes; 24 had been lost track of; and only 25 were known to be still unemployed.

Three Canadian Women Named To ILO Panel of Consultants

The International Labour Office has announced the appointment, for a five-year term, of Canadian members to the ILO Panel of Consultants on the Problems of Women Workers. The three Canadians appointed by the ILO Governing Body were: Marion V. Royce, Director, Women's Bureau, Department of Labour, Ottawa; Claire Bourgeois, Director of Personnel, Ayerst, McKenna and Harrison, Ltd., Montreal, and Huguette Plamondon, Quebec Regional Vice-President, Canadian Labour Congress.

Projections Indicate Labour Force In U.S. Will be 101 Million in 1980

The latest projections by the United States Bureau of Labor Statistics indicate that the U.S. labour force may grow from 77 million in 1964 to 86 million in 1970, and to 101 million in 1980.

This increase of 24 million workers in 16 years means adding 1½ million jobs a year, on the average, in order to merely absorb the growth in labour force. Such an increase would do nothing to offset the effects of increasing productivity or to reduce the level of unemployment.

These statistics are contained in a special labour force report entitled "Labour Force Projections for 1970-80" in the February *Monthly Labor Review* of the United States Department of Labor.

In the projections to 1970, the report says that adult men in the labour force may number about 2 million more than in 1964; women workers, 25 years old and older, 2½ million more.

Population growth accounts for all of the change among adult men. For women, increasing labour force participation will be responsible for more than half the projected growth.

Primarily because of slightly higher participation rates for women 20 to 64 years old, the labour force projection for 1970 is some 300,000 higher than the projection published in 1962. Revised population estimates offset, in part, the gain of almost 650,000 from higher labour force participation by women.

The 1980 labour force is projected at 101.4 million—24.4 million more than in 1964. Population increase will be responsible for about 21 million, or 87 per cent of this change. The rest is attributable to the projected continuation of rising labour force participation rates for adult women.

Since a considerable part of the projected increase of 24 million in the total labour force between 1964 and 1980 will consist of younger workers and adult women, among whom part-time work is prevalent, the number of part-time workers will increase substantially. There will be much competition for the available jobs, both among the large numbers of youths and between the youths and older women.

If a sufficient number of part-time jobs and jobs requiring lower skill levels are not forthcoming, the projected increase in labour force activity of married women may not be realized, since labour force participation among this group to some extent depends on the availability of the desired type of job.

The postwar period, which has witnessed the large expansion in labour force activity of women, has been, until the last few years, a period in which the younger population has been relatively small.

For example, the group age 18 and 19 dropped from 4.6 million in 1947 to 4.1 million in 1952; the group age 20 to 24 declined from 12.1 million in 1947 to 10.7 million in 1957. By contrast, in 1970, there will be 7.3 million in ages 18 and 19, and 17.1 million in ages 20 to 24. An increase of this magnitude may very well have a dampening effect on the labour force entry of married women.

U.S. Supreme Court Overrules NLRB In Decision about Plant Shutdown

In a recent decision, the United States Supreme Court overruled the National Labor Relations Board in ruling that an employer had the right to shut down all or part of his business for any reason whatever, including the wish to avoid dealing with a union. The Court added the condition, however, that the shutdown must be complete and permanent, and must not be intended to discourage unionization of some other part of the employer's business.

The NLRB had ruled that Deering Milliken & Co. had violated the Taft-Hartley Act when a wholly-owned subsidiary, the Darlington Manufacturing Co., had gone out of business to prevent its employees from organizing (L.G. 1962, p. 1405). The Board had ordered the parent company to pay the discharged employees until they had either obtained work or had been put on a preferential hiring list at another of the 26 plants controlled by Deering Milliken.

When the NLRB's decision was appealed by the company, the appeal court had disagreed with the Board's decision. In a 7-0 decision, the Supreme Court rejected the Board's ruling and agreed in part with the lower court. It decided, however, that to be legal, the shutdown must be subject to the conditions already mentioned.

The Supreme Court was severely critical of the NLRB ruling that an employer could not go out of business completely, saying that the decision represented "such a startling innovation that it can be supported only with the clearest manifestation of legislative intent or unequivocal judicial precedent." It added that there was no indication in the history of the Wagner Act or of the Taft-Hartley Act that Congress envisaged any such result under either statute.

In two other cases relating to the right of an employer to lock out his employees in a labour dispute, the Supreme Court took the NLRB to task for trying to reshape labour policy to suit its own views.

In Parliament Last Month

(page numbers refer to Hansard)

Speech from the Throne

Among the new measures proposed in the Speech from the Throne at the opening of the third session of the 26th Parliament of Canada on April 5 (p. 1) were a number of plans for the economic betterment of the people. These included: "a program for the full utilization of our human resources and the elimination of poverty among our people"; measures to help in the re-employment of workers displaced by automation and economic changes; the creation of a fund for rural economic development; and the establishment of "a company of young Canadians" that would be used to further economic and social development in Canada and abroad.

The Speech said that the Prime Minister would take direct responsibility for the more effective co-ordination of federal Government measures for the elimination of poverty with provincial programs of a similar nature.

The Government also proposed, after further discussions with the provinces, to enact legislation to establish a Canada assistance plan that would provide for the sharing by the federal Government of the cost of "comprehensive programs under which people can be assisted on the basis of their need."

The Speech stated the Government's intention of meeting the governments of the provinces, at an early date, "in order to discuss with them the way in which federal and provincial action can most effectively contribute to programs that will provide health services to Canadians on a comprehensive basis."

Action to help farmers generally to achieve "larger and more reliable incomes," to raise the incomes of dairy farmers, and to improve the movement and marketing of feed grain in Eastern Canada and British Columbia was forecast. Another measure to be placed before Parliament would "provide for an expanded national fisheries development program" to raise the incomes of fishermen.

The Government's intention to appoint a Royal Commission "to study the status, form and procedures of adjudicative and regulatory bodies, and to investigate the desirability of instituting a parliamentary commissioner or *ombudsman* for Canada," was stated.

The Speech referred also to plans for amending existing legislation affecting labour. These were: a revision of legislation on unemployment insurance; provision for safety in employment under federal jurisdiction; amendment of the Fair Wages and Hours of Labour Act "to achieve consistency with the Labour Standards Code"; legislation to provide for collective bargaining and arbitration for the public service; and "legislation revising federal superannuation and pension plans to integrate them with the Canada Pension Plan."

Comprehensive legislation was forecast "to reform public regulation of the railways and to facilitate the adaptation of the railway system to present and future needs."

Revision of the Immigration Act, "in the light of a white paper which will be placed before you, reviewing immigration policy and procedures," was mentioned.

The Budget

The Minister of Finance, in his budget statement on April 26 (p. 427), proposed a reduction of 10 per cent in personal income tax effective July 1, with a maximum reduction of $600 for each individual. Corporation income tax, sales tax and special old age security tax are to remain unchanged.

Changes in income tax regulations will allow a taxpayer to claim a deduction for supporting a nephew or niece in cases where the parents are unable to support the child. A taxpayer may claim a deduction also for money spent in supporting an uncle or aunt who is dependent by reason of mental or physical infirmity.

An amendment to the Income Tax Act will ensure that contributions to the Canada Pension Plan and the Quebec Plan are deductible in calculating taxable income. Other amendments will allow the transfer of lump sum retiring allowances into a pension plan, deferred profit-sharing, or registered retirement savings plan without payment of tax at the time of transfer. The maximum deduction for pension or retirement fund contributions will be raised to 20 per cent from 10 per cent.

Trade union dues will in future be deductible in addition to the standard deduction of $100 for medical expenses and charitable contributions, according to another proposed amendment.

The Minister estimated the deficit in the parliamentary public accounts for the previous fiscal year at $83,000,000. A deficit of about $300,000,000 was forecast for the 1965-66 fiscal year. He estimated that the Gross National Product would increase by about 7 per cent in 1965.

Working Conditions in Canadian Industry, 1964

Survey finds more workers than at time of 1959 survey—59 per cent of plant workers and 22 per cent of office employees—were employed in establishments with a policy of shift work

The annual survey of working conditions conducted each May by the Department's Economics and Research Branch has shown that 59 per cent of non-office employees and 22 per cent of office employees in the reporting units at May 1, 1964, were in establishments with a policy of regular shift work. More than 19,000 establishments employing 2,300,000 workers were included in the survey.

These percentages are greater than when questions on shift work were last asked, on the 1959 survey.

For the 1964 survey, employers were questioned also on pension plans, collective agreements, standard work week, vacations with pay, statutory holidays, and overtime provisions.

Provisions governing overtime work were found in establishments employing 75 per cent of the office workers in establishments replying to the questionnaire. For non-office employees, the percentage was 94.

Some 59 per cent of the office employees worked in establishments where the compensation for overtime work was a money payment, 7 per cent were in establishments where the compensation was time off, and 9 per cent were in establishments where compensation was a combination of money and time off.

The most common overtime rate of pay was time and a half.

A report on the 1964 survey has just been released. In it, the survey results are tabulated by industry and by province, for both office and non-office employees.

SHIFT WORK PROVISIONS

Non-Office Employees

The survey showed that 59 per cent of 1,622,929 non-office employees in 19,057 reporting establishments worked in plants which had regular shift work. Maintenance and custodial staff are not included in the total.

Forty-eight per cent of the plants that operate on shifts paid a premium to workers on evening and night shifts. In 42 per cent of them, the premium was paid in a flat rate of cents per hour; in 6 per cent it was calculated as a percentage of the day rate.

For purposes of the survey, the evening shift was considered to end after 6 p.m. but not later than 2 a.m., and the night shift to end after 2 a.m. but not later than 11 a.m.

The majority of workers who were paid a premium in cents per hour received 7 cents for the evening shift and 10 to 14 cents for the night shift.

Of workers paid a percentage of day rate, the majority earned less than 10 per cent of the day rate as a premium on both evening and night shifts.

By Province. Ontario—where 7,902 plants with 725,180 non-office workers responded—had the largest percentage of non-office workers in establishments with regular shift work—67 per cent.

British Columbia (1,865 plants, 144,286 employees) came next, with 64 per cent. Prince Edward Island showed 17 per cent (80 establishments, 2,879 employees) employed in plants with regular shift work.

Working Conditions in Canadian Industry, 1964

Working Conditions in Canadian Industry, 1964 *has just been issued. Prepared by the Economics and Research Branch, Department of Labour, the report contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, pension plans, group life insurance, sickness and accident leave benefits, educational assistance and the proportion of employees covered by collective agreements.*

The report is divided into two parts, one for non-office and one for office employees. Both parts are presented on an area basis and an industrial basis. For Canada and each of the provinces the information refers to the total industrial composite. In addition, data are presented for some 70 individual industrial divisions on a Canada basis.

The report presents information obtained in the Department's annual survey of working conditions conducted at May 1, 1964. The survey covered some 20,000 employers with a total of 2,341,646 employees, 1,622,928 non-office employees and 718,718 office employees.

The bilingual report is available from the Queen's Printer (Catalogue No. L2-15/1964) at 50 cents a copy.

By Industry. Survey data are based on a wide range of non-agricultural industries, including 8,718 establishments in manufacturing, with 892,464 non-office employees. Forestry, construction, water transportation and government service (except municipal works departments) are not covered.

In manufacturing, the percentage of the total number of non-office workers in the survey who were employed in plants with regular shift arrangements was 71 per cent. Sixty-eight per cent of the plants reporting regular shift work paid a premium to workers on evening or night shifts. The majority, 57 per cent, paid premiums at a flat rate in cents per hour; 10 per cent paid at percentage of the day rate; 1 per cent paid other types of premium such as time differentials.

Among the industries with high rates of shift work are the rubber, textile, paper and mining industries.

Office Employees

As was to be expected, the percentage of office workers in establishments with regular shift arrangements for such staff was much smaller than for non-office workers. It was reported that 22 per cent of the 718,718 office employees in 19,260 reporting units worked in establishments with a regular shift policy.

SHIFT WORK AND OVERTIME IN CANADIAN INDUSTRY, 1964

Percentages shown are proportions of the number of employees covered by survey (top entry in each column)

	Non-Office Employees	Office Employees
	No.	No.
Survey Coverage: Employees	1,622,929	718,718
SHIFT WORK	%	%
Have regular shift work	59	22
Pay Premium for Shift Work		
Premium Pay for Evening Shift	48	12
Paid in cents per hour	42	9
Under 5¢ per hour	2	—
5¢ per hour	5	—
6¢ per hour	3	—
7¢ per hour	8	—
8¢ per hour	6	1
9¢ per hour	3	2
10¢ per hour	7	2
11–14¢ per hour	4	1
15¢ or more per hour	4	3
Paid as a percentage of day rate	6	3
Under 10%	4	2
10%	1	1
11 to 15%	1	—
Over 15%	—	—
Premium Pay for Night Shift	43	10
Paid in cents per hour	37	8
Under 5¢ per hour	—	—
5¢ per hour	2	—
6¢ per hour	1	—
7¢ per hour	2	—
8¢ per hour	1	—
9¢ per hour	5	—
10¢ per hour	10	1
11–14¢ per hour	10	3
15¢ or more per hour	6	4
OVERTIME PROVISIONS		
Have overtime provisions	94	75
Type of Compensation		
Money only	90	59
Time off only	1	7
Combination of money and time off	3	9
When Overtime Premium is in the form of Money Only		
The initial overtime premium rate is:		
Flat rate	2	3
Straight-time	6	10
Time and one half	81	44
Double time	—	—
Other	1	2
The overtime premium rate is paid:		
After daily hours	23	9
After weekly hours	9	14
Combination of daily and weekly	50	22
Overtime Money Premium Paid After a Work Period		
Per Day—less than 7 hours	—	1
7 hours	1	4
7½ hours	2	9
8 hours	62	17
More than 8 hours	8	—

91936—2

Twelve per cent of these establishments pay a premium to office workers on the evening and night shifts: 9 per cent pay in cents per hour; 3 per cent in a percentage of the day rate. The majority of office workers paid at a rate of cents per hour earn a premium of at least 15 cents on these two shifts. Those paid a percentage of the day rate received under 10 per cent.

By Province. British Columbia led the other provinces in the percentage of office workers in establishments with shift work. The replies from 1,873 plants in the province employing 56,546 office workers showed 25 per cent employed in establishments with regular shift work. Eight per cent of plants with shift arrangements paid a premium: half in a flat cents per hour, half at a percentage of the day rate.

Ontario returns showed that 24 per cent of 331,654 workers in 7,971 reporting units work in plants with a regular shift policy. Fifteen per cent of these plants pay a premium for evening and night work: 12 per cent in cents per hour; 3 per cent in a percentage of the day rate.

By Industry. The survey of office employees in manufacturing, covering a total of 275,719 workers in 8,408 reporting units, showed that 15 per cent of employees in the survey were in establishments with a regular shift policy for office staff. In 10 per cent of the cases of shift work, employers paid premiums to office staff on evening or night shifts. Six per cent of the plants paid in a rate of cents per hour; 4 per cent as a percentage of the day rate.

Some industries with high percentages of office workers in establishments with shift work were: all types of mining (35 per cent), slaughtering and meatpacking (35 per cent), and rubber (18 per cent).

OVERTIME PROVISIONS

Office Employees

Three quarters of the office employees in units responding to the survey were in establishments that had provisions for overtime work. Some 59 per cent of them worked in establishments where compensation for the overtime work was a money payment.

The most common overtime rate of pay was time and a half. This was found in establishments employing 44 per cent of the office workers; only 10 per cent of the office workers were in establishments where straight time was the rate.

None of the establishments paid double time during the initial period, and only 2 per cent of the employees worked in establishments where the rate was increased to double time after the initial period had been worked. None of the non-office employees were paid double time during the first period, but 15 per cent were in establishments where double time was paid after that.

The Canada Pension Plan

Contributory plan, to go into effect next January 1, assures wage-earners of new source of continuing income, stable in value, when they retire or become disabled and unable to work

The Canada Pension Plan, one of the longest and most complex pieces of legislation ever passed by Parliament, received third reading in the House of Commons on March 29, Senate approval on April 1, and Royal Assent on April 3. The 85-page Act consists of 125 sections.

The general effect of the Act is to provide for a nation-wide system of old age, disability and survivors insurance that will establish a basic level of security for all Canadians in these circumstances, whatever moves they make, and whatever economic changes occur.

Virtually all employed persons in Canada ages 18 to 69 inclusive who earn more than $600 a year will be required to contribute. Self-employed persons ages 18 to 69 inclusive will be required to contribute if their earnings (as calculated for income tax purposes) exceed $800 a year.

The plan provides for equal treatment of men and women.

Contributions will begin on January 1, 1966. Retirement benefits will begin to be paid from January 1, 1967. Other benefits will not be payable until later dates.

The plan furnishes the contributor with a right to a graduated benefit related to his previous pensionable earnings.

For those who are already retired, the Act protects the real value of their old-age security pension.

For people now working, it assures a new source of continuing income, stable in value, when they retire or if they become disabled and unable to work. If they die, their dependants—widows and children—are assured of a continuing income. There is a death benefit payable in a lump sum, whether or not the contributor has dependants. There

is a benefit also for dependent children of a contributor who becomes disabled.

Apart from workmen's compensation and veterans' pensions, the only previous public assistance measures available to aid survivors have been mothers' allowances.

Similarly, disabled people have depended on such assistance programs as blind persons' allowances and allowances for the totally and permanently disabled.

Federal civil servants will be covered. A provincial Government has the right to determine whether or not its employees will be covered.

The only large exempt group is members of the armed forces and the RCMP. They already have special pension plans designed to provide for the termination of service considerably earlier than the usual retirement age. Servicemen will be covered by the Canada Pension Plan if they take up civilian employment after their service "retirement".

Provincial Plans

The Act does not operate in a province if the province provides a plan with comparable benefits. It is unique in that it provides for complete co-ordination of federal and provincial legislation and administration.

A contributor's pension rights will not be reduced in any way if he changes his job or if he moves his home, thus providing 100-per-cent portability of pensions within Canada. If he leaves Canada, his contributions remain to his credit.

A basic principle is that a pension right once earned is never lost. For example, anyone who leaves Canada, or a woman who stops earning when she marries, or who has a job for only a part of her married life, will be entitled at age 65 to a pension based on her earnings averaged over the whole period and calculated on exactly the same principles as the pension of anyone who has had continuous earnings.

Keeping Pensions Up-To-Date

A further basic principle is that the protection provided will not get out of date. The Act establishes a permanent relationship between the national level of earnings and the pensions to which people become entitled when they stop earning.

The pension will be a fixed portion of the average earnings on which a man or woman has contributed. But, in calculating this average, earnings in earlier years will be revalued in proportion to the changes that have

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Illustrations of Canada Pension Plan and Old Age Security Benefits

Suppose you are a man not more than 54 years old when the Canada Pension Plan goes into effect, who works regularly at an income of $300 a month—about the present average level of earnings. The following are examples of the benefits you will receive under various circumstances (as earnings can be expected to increase over the years, figures in the example understate the actual benefits likely to be paid).

If you work to 70, you will then get a contributory pension of $75 a month in addition to old age security. Your total pension will be $150 at present prices, and more if the cost of living has risen.

If you retire at 65, you will get the same $75 pension and will be entitled to old age security of $75, making a total of $150.

From 1970, if you were to become disabled, you would have an income of $81.25 a month.

From 1968, if you die, there will be provision for your widow and children. If your wife is 65 or more when she is widowed, and even if she has earned no retirement pension of her own, she will have at least $75 old age security plus 60 per cent of his retirement pension of $75, a total of $120 monthly.

If you die when your wife is under under 65 but over 45, she will for the intervening years, until she is 65, have $53 monthly.

If you leave dependent children, your widow will get this benefit whatever her age. In addition there will be $25 for each of the first four children, and $12.50 each thereafter.

There will be, when you die, a lump-sum payment of $450.

If your income is higher, $5,000 a year or more, the figures in the above samples would be changed as follows:

In Sample 1, the $75 contributory pension becomes $104, making a total of $179.

In Sample 2, the $75 contributory pension becomes $104, making a total of $179.

In Sample 3, the $81.25 becomes $103.

In Sample 4, the $120 widow's benefit becomes $137.50.

In Sample 5, the $53 widow's benefit becomes $64.

91936—2½

INVESTMENTS

For a good many years, the Canada Pension Plan will generate considerable funds for investment. The funds will be made available to provincial governments in ratio to the contributions coming from each province.

The securities will bear interest to the pension fund at the long-term rate on federal securities. They will be either obligations of the provincial government or obligations of crown agents guaranteed by the province.

taken place in the general level of earnings. Thus the pension earned will always be in step with improvements in productivity and wage rates.

The plan will initially apply to earnings up to a level of $5,000 a year. This ceiling will rise as average earnings rise. In order to smooth out short-run fluctuations, an eight-year moving average of earnings will be used to make this adjustment. During the transition period, before this eight-year average can take effect, the ceiling will be adjusted in line with the cost of living.

Other figures in the various formulae governing the operation of the plan will be kept up to date in the light of changing economic conditions.

Maintaining Real Values

An up-to-date pension established in this way is realistically related to the level of earnings at the time the pension starts. But after a period of years, it may become inadequate if the cost of living increases.

The Act guards against this by providing that all benefits under it will be adjusted annually in line with the cost of living. Each adjustment will be what is required to keep in step with changes in living costs from the start of the plan, but with the reservation that—in order to smooth out fluctuations—there will be no change if what is required is less than a 1-per-cent increase, and the increase from one year to the next will never be more than 2 per cent.

Integration With Old Age Security

The measure provides comprehensive social security for Canadians by establishing the new contributory pensions and fitting them in with the universal old age security benefit of $75 a month already available.

For this purpose, two main amendments are made to the Old Age Security Act:

1. The pension paid under this Act will in future be adjusted to changes in the cost of living, in exactly the same way as benefits are adjusted under the Canada Pension Plan. This maintenance of the real value of the basic pension is assured to people who are already pensioners, as well as to future pensioners.

2. The old age security pension will become available from age 65.

The lowering of the age will start at 69 in January 1966, and proceed in annual stages until in January 1970, pensions will become available at age 65 to everyone who meets the residence test.

CONTRIBUTIONS

The Act provides for pensions based on all of a person's earnings up to $5,000 a year. Contributions, however, will be collected not on all earnings but on the portion over $50 a month or $600 a year.

The rate of contribution for the employee will be 1.8 per cent, that is, it will be 90 cents on earnings of $100 a month ($50 above the exemption level). This is 0.9 per cent of total earnings.

On earnings of $200 a month, the contribution will be $2.70 (1.35 per cent of earnings). On $300 a month it will be $4.50 (1.5 per cent); on $400 a month, $6.30 (1.57 per cent). The employer will be required to make a matching contribution of the same amount.

On self-employed earnings, the contribution will be at the combined rate of 3.6 per cent, with a minimum of $7.20 a year on earnings of $800 a year.

Collections

Contributions will be collected by the Department of National Revenue, taking advantage of existing machinery and avoiding expensive separate facilities for collection. The Act follows existing tax collection procedures as far as possible, so as to reduce to a minimum the burden on employers and others of filing returns and remitting contributions.

It will be the employer's responsibility to make payroll deductions of the employees' contributions, and they will be remitted along with the employer's own contributions.

Generally speaking, pension contributions will be collected and paid in the same way and at the same time as taxes are collected and paid. In some cases a common form will be used.

Self-employed persons will be required to make their contributions at the same time as they pay taxes.

RETIREMENT PENSIONS

Main Provisions

The retirement pension will be one quarter of the average earnings (adjusted as described above) on which contributions have been

made. That is to say, a man who has been earning $240 a month will have a pension of $60 a month; a man who has been earning $5,000 a year or more will have a monthly pension rate of $104.17.

Retirements pensions will be paid at 65 provided the man or woman has in fact retired from regular work. A small amount of earnings, up to $75 a month, will not affect the right to a full pension. Higher earnings will result in the progressive reduction of the pension, for a man or woman under 70.

From age 70, the right to pension is absolute, regardless of any earnings.

Unearned income from a private pension plan or an annuity or any other source does not affect the entitlement to pension from age 65.

A full pension will be earned by making contributions for 90 per cent of the time from the start of the plan or, for young people, from 18 to 65.

The other 15 per cent is an allowance to save people from being penalized in their pensions if they have been sick or unemployed.

Under the same rules a woman, who works for 30 per cent of the time, will get about a third of a full pension. For example, she might work for four years, marry and stop work, then work again for 10 years after her children are grown up. She will thus earn in total a pension of a little less than a third of what it would have been if she had earned, at the same rate, throughout the time between her 18th and 65th birthdays.

A man who continues to work for some or all of the years between 65 and 70 will get the benefit of his contributions during those years, in place of any earlier years when he did not work or had a lower level of earnings.

Transition Period

These rights to retirement pensions will take full effect in January 1976, when the plan has been in operation for ten years.

A man or woman who has contributed in 1966 and who is at least age 68 may receive in 1967 a pension of one-tenth of the full level. After the first two years of contributions, the pension will be available in 1968 to retired people at 67 and will be two-tenths of the full level. After four years of contributions, the pension will be available in 1970 from 65 and the benefit level will be four-tenths. Full pensions will first be reached in 1976.

At age 65, the disabled pensioner will be transferred automatically to the retirement pension, which will be recalculated ignoring the fact that he was in receipt of a disability pension. In addition, monthly benefits will be payable to the dependent children of a disability pensioner at rates corresponding to those provided for orphans.

STABILITY

Careful safeguards are established against pressures for irresponsible changes in the Canada Pension Plan. Any proposal for a change must be the subject of an actuarial review of its long-term effects.

And no amendment that would change the general level of benefits or contributions under the legislation may take effect for two years after it is proposed.

Substantial amendments to the plan will not be made without the concurrence of two-thirds of the provinces having two-thirds of the population of Canada.

DISABILITY PENSIONS

A contributor who becomes disabled and unable regularly to pursue any substantial gainful occupation is entitled to a pension provided that he has made contributions in at least five years. That is to say, the first benefits will become payable during 1970.

After 1970, it will still be necessary to have contributed in at least five of the preceding ten years before the benefit is claimed, and for the lesser of ten years or one-third of the number of years since the plan started or the contributor was 18.

The disability pension will be $25 monthly plus 75 per cent of the retirement pension to which the contributor would have been entitled if he had continued at the same level of earnings until he was 65. For contributors at the maximum earnings level, this means that the disability pension will be almost identical with the retirement pension. At lower income levels, it will be somewhat larger.

SUPPLEMENTARY BENEFITS

The retirement pension will be an addition to the basic income, available in 1970 from 65, that is provided under the Old Age Security Act.

At present there is no such basic income for families or individuals who lose their livelihood for reasons other than retirement or unemployment.

Therefore, the new social insurance benefits provided for dependants when a contributor dies, and for contributors who become disabled, embraces both a flat-rate component and a component related to the earnings on which contributions have been made.

The flat-rate component will initially be $25 a month. Like all other payments under the plan, it will rise when the cost of living rises.

In order to entitle a widow or orphans to benefits, the husband or father must have contributed to the plan for the lesser of ten years or one out of every three years since the plan started or the contributor was 18. The absolute minimum period of contributions is three years.

This latter provision means that the first widows' and orphans' benefits will become payable during 1968.

Orphans

The monthly benefit for each of the first four dependent children of a contributor who dies will be $25. The fifth and subsequent children will get $12.50 a month. It will be paid up to the age of 18, or up to 25 if full-time education is continued.

The orphans' benefit will be paid if the father dies or if the mother who has been the children's sole or main support dies.

Widows

A widow under 65 will receive monthly the $25 flat amount, and in addition a proportion—37½ per cent—of the retirement pension to which her husband would have been entitled if he had been able to go on contributing until he was 65 on the average level of earnings at which he was contributing at his death.

The entitlement to this pension depends on circumstances in which the widow cannot reasonably be expected to become self-supporting. That is, it will be paid in full if she has one or more dependent children or if she is 45 or more when widowed.

The full pension will also be paid, regardless of other circumstances, if the widow is disabled. And a widower who was both dependent on his wife and disabled at the date of her death will receive the same pension as a widow. The disabled widower must continue to prove his disability till death; the disabled widow only to age 45.

In the case of a woman who is widowed before she is 35, has no dependent children or whose children cease to be dependent before she is 35 and who is not disabled, no pension will be payable. A widow between 35 and 45 will receive the appropriate fraction of the full pension, according to her age at the time.

A widow 65 and over, and therefore entitled to the old age security pension, will not receive the $25 flat-rate amount. Instead she will receive 60 per cent of her husband's retirement pension. If she is entitled to a retirement pension of her own, she will receive whichever of the following is the larger:

1. 37½ per cent of what her husband's retirement pension would have been, plus all of the retirement pension to which she is entitled in virtue of her own earnings.
2. 60 per cent of her husband's pension plus 60 per cent of her own.

This benefit is subject to the reservation that the widow's own retirement pension and her widow's pension together may not exceed the maximum retirement pension payable to any one contributor.

The general effect of these provisions is that a widow, 65 and over, will receive somewhat better than a half of what would have been the total retirement pensions of the couple. If a younger widow has two dependent children, the family will get more than a half; if there are four children the combined widow's and orphans' benefits will nearly equal the retirement income (including old-age security) that the couple might have enjoyed at age 65 if the husband had not died.

DEATH BENEFIT

A death benefit will be payable to the estate of a contributor on the same qualifying conditions, as regards length of contributions, that apply to widows' and orphans' benefits. The benefit will be equivalent to six months' retirement pension, with a maximum of $500. It is payable whether the contributor dies before or after retirement.

PROVINCIAL LEGISLATION

Because pensions are a field of common federal and provincial jurisdiction, the Act provides that it will not be operative in a province in which a comparable plan is established under provincial legislation. This could be done either from the beginning or later; if it is done later, the Act provides for the transfer to the province of assets and liabilities relating to contributions made in that province.

Administrative Co-ordination

The Act provides a unique apparatus for co-ordinating its administration with that of any provincial legislation for a comparable plan. This co-ordination has been worked out in detail with Quebec, which intends to have such legislation.

For example, if a man is employed in the same year both in a province having its own legislation and in a province where the federal legislation is operative, all his contributions will be recorded under both laws.

If, over the years, a man has contributed under both federal and provincial legislation, his total earnings will be credited to his

account under both laws. When the time comes that he, or his widow or children, should receive a pension or supplementary benefit, the Act provides that this benefit will be based on the contributions under both laws and the whole of it will be paid, by agreement, by either the federal or the provincial administration. There will then be a financial adjustment reflecting the distribution of contributions made under the two laws.

APPEALS

The Act establishes a Pension Appeals Board to deal with any questions as to the amount of the benefit to which a person may be entitled. The fact that the benefit is payable under one law, even if contributions have been made under both federal and provincial laws, means that in all cases only one appeal will be necessary.

Another aspect of the co-ordination between federal and provincial laws is that the Pension Appeals Board may hear and decide appeals brought not only under the federal law but also, if the law of the province so provides, under that law too. Thus parallel provisions in the pension plan may be interpreted and applied in the same way by federal and provincial administrators.

Industrial Fatalities in Canada, 1964

Early report indicates 1,280 occurred last year. Ontario had largest number. Revised 1963 figures place total at 1,233

Up to the end of March, the Department of Labour had received reports on a total of 1,280 industrial fatalities* that occurred in Canada during 1964. The revised total for 1963 was 1,233, or approximately 7 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., May 1964, p. 374).

Of the 1,280 fatalities in 1964, a total of 1,045 was reported by the provincial Workmen's Compensation Boards and the Board of Transport Commissioners. Information on the remaining 235 fatalities was obtained from other sources.

The 1964 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 2.71 for men and 0.03 for women. The previous year's fatality rate was 2.67 and 0.07 respectively.

Fatality rates, by age groups (figures for 1963 in parenthesis) were

* See Tables H-1 to H-4, pages 476 to 483.

Men

Age group	Fatalities	Workers employed ('000)	Rate
15–19	55 (59)	344 (326)	1.60 (1.81)
20–24	138 (150)	523 (490)	2.64 (3.06)
25–44	573 (536)	2,196 (2,164)	2.61 (2.48)
45–64	433 (395)	1,471 (1,427)	2.94 (2.77)
65†	75 (80)	164 (159)	4.57 (5.03)
Total	1,274 (1,220)	4,696 (4,567)	2.71 (2.67)

Women

Age group	Fatalities	Workers employed ('000)	Rate
15–19	— (—)	273 (259)	— (—)
20–24	1 (4)	328 (307)	0.03 (0.13)
25–44	1 (5)	739 (707)	0.01 (0.07)
45–64	4 (2)	515 (484)	0.08 (0.04)
65†	— (2)	45 (40)	— (0.50)
Total	6 (13)	1,899 (1,797)	0.03 (0.07)

The fatality rates for men, by industry, (figures for 1963 in parenthesis) were: agriculture 1.28 (0.82); forestry 18.52 (15.25); fishing and trapping 14.23 (13.60); mines, quarries and oil wells 19.04 (23.97); manufacturing 1.69 (1.73); construction 5.76 (5.35); transportation, communication and other utilities 4.85 (4.46); trade 0.77 (0.84); finance, insurance and real estate 0.14 (0.07); service 1.19 (1.62).

The fatality rates for women, by industry, (figures for 1963 in parenthesis) were: agriculture 0.15 (0.29); forestry — (—); fishing and trapping — (—); mines, quarries and oil wells 2.50 (—); manufacturing — (0.03); construction — (—); transportation, communication and other utilities — (0.39); trade — (0.09); finance, insurance and real estate — (—); service 0.04 (0.05).

The fatality rates for men, by occupations, (figures for 1963 in parenthesis) were: managerial 0.78 (0.93); professional and technical 1.02 (1.08); clerical 0.41 (0.30); sales 0.60 (0.53); service and recreation 1.56 (1.59); transportation and communication 5.02 (6.46); farmers and farm workers 1.29 (0.87); loggers, fishermen and related workers 16.16 (14.63); miners, quarrymen and related workers 30.20 (36.83); craftsmen, production process and related workers 3.12 (3.01); labourers, n.e.s. 3.55 (4.32).

The fatality rates for women, by occupation, (figures for 1963 in parenthesis) were: managerial — (—); professional and technical 0.03 (0.04); clerical — (0.02); sales — (0.05); service and recreation 0.07 (0.15); transportation and communication 0.28 (—); farmers and farm workers 0.15 (0.30); loggers, fishermen and related workers — (—); miners, quarrymen and related workers — (—); craftsmen, production process and related workers — (0.05); labourers — (0.59).

During 1964, there were 13 multi-fatality accidents that, in each case, brought death to three or more workmen. In total they resulted in fatal injuries to 58 persons. Twenty-four of these were drowned in three accidents. Asphyxiation caused the deaths of 12 workmen in four mishaps. Eight persons were killed in two aircraft accidents. Six workmen died in two accidents as a result of electrocution. Four employees were killed in a factory explosion, and four railway employees died in a collision between their maintenance vehicle and a car.

Of the 1,280 fatalities last year, 318 (25 per cent) were the result of being struck by tools, machinery, moving vehicles and other objects. Within this group 63 fatalities were caused by falling trees or limbs. Landslides or cave-ins caused 61; materials falling from stockpiles and loads 34; automobiles and trucks 23; and objects falling or flying in mines and quarries 20. Most of these accidents occurred in the forestry, mining, quarrying or construction industry.

There were 269 fatalities caused by "falls and slips"; of these 227 were the result of falls to different levels. Within this group 88 fatalities were caused by falls into rivers, lakes, sea or harbours; 24 by falls from buildings, roofs and towers; 22 by falls from scaffolds and stagings; and 21 by falls into shafts, pits and excavations. Most of these accidents occurred in the fishing, forestry or construction industry.

In the classification "collisions, derailments, wrecks, etc.", 263 fatalities were recorded. Within this group 168 involved automobiles and trucks; 31 each involved tractors, loadmobiles, and railways; and 22 involved aircraft. Most of these accidents occurred in the transportation, communication and other utilities, manufacturing or construction industry.

Ontario, with 410 fatalities, had the largest number among the provinces. Of these, 98 occurred in manufacturing; 75 in transportation; communication and other utilities; 66 in construction; and 53 in mining and quarrying.

Quebec followed with 255 fatalities, of which 79 occurred in construction; 56 in manufacturing; 39 in transportation, communication and other utilities; and 30 in forestry.

(Continued on page 453)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the year under review is usually greater than indicated in the annual article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	April 17	6,968	+ 0.9	+ 2.8
Employed (000)	April 17	6,597	+ 1.2	+ 3.5
Agriculture (000)	April 17	563	+ 4.6	− 6.5
Non-agriculture (000)	April 17	6,034	+ 0.9	+ 4.6
Paid workers (000)	April 17	5,518	+ 1.0	+ 5.2
At work 35 hours or more (000)	April 17	3,150[1]	− 42.3	− 42.0
At work less than 35 hours (000)	April 17	3,257[1]	+277.0	+316.5
Employed but not at work (000)	April 17	190	− 2.6	+ 21.1
Unemployed (000)	April 17	371	− 4.1	− 7.9
Atlantic (000)	April 17	76	+ 4.1	+ 8.6
Quebec (000)	April 17	133	− 13.1	− 14.7
Ontario (000)	April 17	80	+ 1.3	− 11.1
Prairie (000)	April 17	52	+ 6.1	− 3.7
Pacific (000)	April 17	30	− 9.1	− 9.1
Without work and seeking work (000)	April 17	345	− 4.7	− 9.2
On temporary layoff up to 30 days (000)	April 17	26	+ 4.0	+ 13.0
Industrial employment (1949=100)	February	129.3	− 0.1	+ 5.1
Manufacturing employment (1949=100)	February	122.4	− 0.1	+ 4.0
Immigration	1st Qtr 1965	22,279	—	+ 27.0
Destined to the labour force	1st Qtr 1965	11,297	—	+ 27.6
Strikes and Lockouts				
Strikes and lockouts	April	66	+ 20.0	+ 61.0
No. of workers involved	April	11,612	− 18.6	+ 34.8
Duration in man-days	April	121,510	+ 5.4	+ 36.7
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	February	$89.31	+ 0.1	+ 4.2
Average hourly earnings (mfg.)	February	$2.08	0.0	+ 4.5
Average hours worked per week (mfg.)	February	40.6	− 1.0	− 1.5
Average weekly wages (mfg.)	February	$84.51	− 1.0	+ 3.0
Consumer price index (1949=100)	April	137.7	+ 0.3	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100)	February	147.5	− 1.0	+ 1.0
Total labour income $000,000	February	1,994	+ 0.2	+ 9.3
Industrial Production				
Total (average 1949=100)	March	228.9	+ 2.4	+ 9.4
Manufacturing	March	198.3	+ 2.2	+ 7.2
Durables	March	212.0	+ 4.7	+ 10.2
Non-durables	March	186.6	− 0.3	+ 4.5
New Residential Construction (b)				
Starts	April	8,877	+ 29.3	+ 6.4
Completions	April	14,352	− 30.1	+ 16.9
Under construction	April	67,754	− 7.9	+ 15.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

[1]Due to Good Friday in survey week.

Employment and Unemployment, April

Employment increased by 76,000 to 6,597,000 between March and April. The advance during the month was somewhat smaller than usual, following a larger-than-seasonal increase between February and March.

Unemployment declined less than seasonally between March and April, falling by 16,000 to 371,000. Unemployment in April represented 5.3 per cent of the labour force, compared with 5.9 per cent in April 1964 and 7.0 per cent in April 1963. Seasonally adjusted, the April 1965 unemployment rate was 4.2 per cent.

Employment in April was 224,000 higher and unemployment 32,000 lower than a year earlier. The labour force, at 6,968,000, was 192,000, or 2.8 per cent, higher than in April 1964.

Employment

About one third of the March-to-April employment gain was in agriculture. In non-farm industries, employment increased more slowly than in most of the past few years.

The construction industry contributed very little to the gain during the month as employment was already at a relatively high level. Government measures to maintain house-building activity during the winter months have noticeably reduced seasonal employment variations in the construction industry in each of the past two years.

Total employment in April showed a rise of 224,000, or 3.5 per cent, from a year earlier. All regions contributed to this increase.

Non-farm employment was up to 263,000, or 4.6 per cent, from April 1964. In non-farm industries, the largest employment gains over the year occurred in service and trade. Smaller gains took place in mining, construction and manufacturing.

Farm employment was 39,000 lower than in April last year.

Unemployment

Unemployment decreased by an estimated 16,000 to 371,000 between March and April. The April estimate was 32,000 lower than a year earlier, all of the decrease being among men.

Of the 371,000 unemployed in April, 311,000 were men and 60,000 were women. Some 63,000, or 17 per cent of the unemployment total, were teen-agers; their unemployment rate continued at about double the rate for all age groups.

About three fifths of the total number of unemployed had been unemployed for three months or less. Some 101,000 had been unemployed from four to six months and 52,000 for seven months or more. Persons unemployed for four months or more accounted for 41 per cent of the total, compared with 46 per cent a year earlier.

Unemployment rates were lower than a year earlier in all regions except the Atlantic.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1965	April 1964	April 1965	April 1964	April 1965	April 1964	April 1965	April 1964
Metropolitan	2	4	7	8	3	—	—	—
Major Industrial	10	12	10	11	6	3	—	—
Major Agricultural	4	3	9	10	1	1	—	—
Minor	25	27	23	20	10	10	—	—
Total	41	46	49	49	20	14	—	—

NOTE: Prior to the addition of Grande Prairie in January 1965 only 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

—	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St John's	Calgary Edmonton Halifax Hamilton Montreal Vancouver-New Westminster-Mission City Winnipeg	→OTTAWA-HULL →TORONTO →WINDSOR	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75 000; 60 per cent or more in non-agricultural activity)	Corner Brook Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivieres	→CORNWALL →FARNHAM-GRANBY-COWANSVILLE Fort William-Port Arthur Kingston Niagara Peninsula Oshawa Peterborough Saint John Sarnia Timmins-New Liskeard-Kirkland Lake	→BRANTFORD Guelph Kitchener London Sudbury →VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75 000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Ri iere du Loup Thetford-Lac Megantic-St. Georges	Barrie Brandon Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon →YORKTON	→CHATHAM	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Edmundston Gaspe Grand Falls Montmagny Newcastle Okanagan Valley Portage la Prairie PRINCE GEORGE-QUESNEL ← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Truro Valleyfield Victoria ille Woodstock, N.B. Yarmouth	Belle ille-Trenton Chilliwack Cranbrook Drumheller →DRUMMONDVILLE Fredericton Grande Prairie Kamloops →KENTVILLE Lachute-Ste Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince Rupert Sault Ste Marie St Hyacinthe St. Jean Simcoe Swift Current Trail-Nelson Weyburn	→BEAUHARNOIS →BRAMPTON →CENTRAL VANCOUVER ISLAND Galt →GODERICH Listowel →ST THOMAS Stratford →WALKERTON Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month: an arrow indicates the group from which they moved. For an explanation of the classification used see page 207, February issue.

Co-Ordinator Appointed in Newfoundland

Stanley F. Cullen brings to his post many years of experience
C. A. Pippy and Reader's Digest awards presented to handicapped
Diabetic detection survey conducted in new areas of province

Hon. Dr. James McGrath, Minister of Health in Newfoundland, has announced the appointment of Stanley F. Cullen as Provincial Co-ordinator of Rehabilitation.

Mr. Cullen brings to his new post the benefit of 13 years' experience in rehabilitation with the Newfoundland Tuberculosis Association. As Supervisor of Rehabilitation at the West Coast Sanatorium, Corner Brook, he has co-operated with other rehabilitation services in planning rehabilitation for persons with handicaps other than tuberculosis. Mr. Cullen previously worked for the Newfoundland Department of Natural Resources. He became interested in the rehabilitation field following two years as a patient in the St. John's Sanatorium.

In his new post, Mr. Cullen is responsible for the co-ordination of all provincial rehabilitation services for the handicapped.

C. A. Pippy Awards

The 1964 C. A. Pippy awards were presented at the annual meeting of the Rehabilitation Council of Newfoundland. The awards are presented annually to a handicapped man and woman, who have triumphed over disability and are examples to others of what can be achieved.

Walter James Ryan of Bonavista, one of the winners, suffered an attack of polio when he was two years of age. It left him with both legs contracted and paralyzed, unable to walk. Nevertheless, he managed to get to school, sometimes carried or pulled on a sled. When he was 12 years of age he was given a pair of crutches made by a friendly neighbour. He finished high school in the outport and then went to work in an office in Gander, and then for a period as a taxi driver. In 1959 he went back to office employment at Bonavista Cold Storage.

The continued use of crutches, however, brought about a nerve involvement in his arms. In 1963 he entered General Hospital and, after three operations and many months in plaster, he is now walking with braces, using a cane for support on rough ground.

"With a cheerful disposition, by grit and determination Walter James Ryan has come a long way" says Dr. J. W. Heath of Bonavista who nominated Mr. Ryan for the award.

The other winner was Kathleen Brown from Englee, who has had cerebral palsy from birth. A considerable amount of her schooling was obtained during three years at Sunshine Camp Children's Rehabilitation Centre where she was under almost continuous treatment, including some surgery. She boarded in St. John's to complete her schooling.

Later, through the Federal-Provincial Vocational Rehabilitation Program, a commercial course was arranged for her. In spite of her difficulties, she successfully completed the course. She gained experience working for the Society for Crippled Children and Adults and about a year and a half ago obtained a position as secretary to Dr. John Coyle.

In sponsoring her for the award, Dr. Coyle said "Kathleen is a self-supporting person, always cheerful, well adjusted to her disability and has shown, through sheer perseverance, determination and many setbacks, that a handicapped person can achieve total independence."

Reader's Digest Rehabilitation Award

At the annual meeting of the Canadian Rehabilitation Council for the Disabled in Toronto, A. J. Conduit, vice-president of the Reader's Digest Association (Canada) Limited, presented the second annual Reader's Digest Rehabilitation Award to the Sunshine Camp Children's Rehabilitation Centre of Newfoundland.

R. A. Frost, President of the Newfoundland Society for the Care of Crippled Children and Adults, accepted the award on behalf of the Centre. Mr. Frost told the audience that the centre was, at that time, in the process of moving from the old camp site to larger and more suitable quarters in what had been a high school building of the Fort Pepperrell Air Force Base. The new quarters will permit the society to serve a larger number of children in both its in-patient and out-patient services.

Diabetic Detection Survey

The Motor Vessel Christmas Seal has completed its annual survey trip along the coast of Newfoundland. During recent years, with the assistance of the Newfoundland Tuberculosis Association, programs of diabetic detection and location of handicapped persons has been added to the original T.B. survey.

Last year's program was conducted in areas where no diabetic survey had ever been carried out.

Collective Agreement Provisions on Older and Handicapped Workers

Of 361 collective agreements covering units of 300 or more employees in Canadian manufacturing industry, 22 per cent had provisions concerning continued employment of older workers

Some collective agreements contain clauses designed to facilitate the continued employment of workers whose work capacity has been impaired by advancing age or injury. Some agreements include special provisions also for workers who wish to remain in employment past the normal retirement age, states *Collective Agreement Provisions in Major Manufacturing Establishments*,* a recent publication of the Department.

The publication, No. 5 in the Labour-Management Research Series, reviews provisions in collective agreements in 361 manufacturing establishments that have 300 or more non-office employees under a collective agreement.

One-Fifth Had Clauses

"About one-fifth of the agreements examined," the report continues, "had clauses concerning the retention of older or handicapped employees. Under these clauses, older or handicapped employees were usually entitled to be given preference on jobs involving lighter or more suitable work." Three examples of this type of provision are:

Aged or partially incapacitated employees who have given long and faithful service in the employ of the company will be given preference for such light work as they are able to perform. Such employees will be paid the established rate for the job which they perform.

If the assignment of such employees to lighter work will adversely affect the seniority status of any other employee in the seniority unit to which they are assigned, the assignment shall only be made after approval of the Local Union Committee.

Employees who have given long and faithful service in the employ of the company and have become unable to handle their jobs will be given preference of such other work as available.

Aged employees or employees with service so long as to justify special consideration, and who are unable in the opinion of the Company Doctor, to continue in their duties to advantage, shall be given preference at such light work as they are able to handle, provided such light work is available, and shall have their rates revised accordingly.

Only 12 of the establishments in the survey included in their collective agreements provisions for retaining workers past their normal retirement age. Three examples of such provisions follow:

Three Examples

Normal retirement is age 65. An employee may continue in active service between ages of 65 and 69 at the discretion of the Company. Automatic retirement takes place as of the first month following the employee's attainment of age 69.

On the first day of the month after he reaches the retirement age sixty (60) for females, sixty-five (65) for males, every employee shall retire and his continuous service shall be terminated. However, the Company may re-employ an individual who is over the retirement age, although such an individual shall not be declared regular.

The normal retirement age will be sixty-five (65) years of age for men and sixty (60) years of age for women. Upon attainment of this retirement age, seniority rights may be waived and such employees may be assigned less exacting work more benefitting their ability after mutual agreement between the Company and the Union.

The accompanying table shows the occurrence in collective agreements of provisions for older, handicapped or retired workers.

PROVISIONS CONCERNING OLDER OR HANDICAPPED WORKERS

Percentages shown are proportions of the number of employees covered by survey

Provision	Establishments		Employees Covered	
	No.	(%)	No.	(%)
Older or Handicapped Workers				
No specific provision..	283	(78)	192,340	(70)
Provision concerning continued employment of older or handicapped workers*.....	78	(22)	82,320	(30)
Retired Workers				
No specific provision..	349	(97)	263,080	(96)
Provision concerning employment of retired workers.....	12	(3)	11,580	(4)

* Does not include compulsory retirement clauses.

* *Collective Agreement Provisions in Major Manufacturing Establishments* is available from the Queen's Printer, price 35 cents. (Catalogue No. L2-22/5).

Women's Bureau

Women Workers of Israel

More than half of women at work are in salaried employment; almost one-fifth are self-employed and one out of seven is a farm worker. Four per cent are classified as "unemployed"

The 226,000 women in the Israeli labour force in 1963 accounted for 27 per cent of the total*. The number, 28.6 per cent of the total female population over 14, is generally lower than in other developing countries.

Although a 13-per-cent increase over 1961 figures is reflected (based on a 20-per-cent tabulation of the 1961 census), the participation rate has shown only a slight change, from 26.1 per cent to 26.8 per cent.

Labour Force status—More than half of the women at work are in salaried employment; almost one-fifth (18 per cent) are self-employed, and approximately one woman in seven is a farm worker. Four per cent are classified as "unemployed".

Industries—Of the total women in the labour force, more than half, 115,000, are engaged in the services, including government, community, business, recreation and personal services. Manufacturing accounts for almost the same total as commerce; the latter, with a total of 3,200, includes wholesale and retail trade, banks and other financial institutions, insurance and real estate.

Legislation—Women enjoy, equally with their male co-workers, all legislative achievements regarding conditions of work. In addition, special legislation covering the employment of women was enacted in 1954.

The law is divided into two parts: one deals with the prohibition of night work and work that might be injurious to women, and the other with women's rights during pregnancy, childbirth and maternity.

Prohibition of night work is not applicable where it might prove a discriminatory factor, such as in journalism, hospital work and resorts. The Minister of Labour is authorized to permit night work also for "states services". Women civil servants have thus been permitted to work at night in customs, meteorological and police services. In these circumstances regulations require adequate place to rest during intermission periods, a hot drink and transportation to and from work.

Maternity leave of 12 weeks, at least half following the birth of a child, is mandatory. Hospitalization, the cost of a layette and financial compensation up to 75 per cent of the normal salary of the woman on leave are provided for through the Institute of National Insurance. A nursing mother at work is entitled to one hour's leave for this purpose without deduction in pay.

Tradition among immigrants from oriental countries seems to indicate a reluctance on the part of women to take employment or vocational training courses outside the home. This is a serious problem because of the shortage of manpower. Oriental-Jewish and Arab husbands are reluctant to permit wives and daughters to join women's organizations or attend seminars and social events.

Equal Pay—The principle of equal pay for equal work has since the inception of the state been encouraged by government, and is in effect for civil servants and the professions. It was not until 1964, however, that a law governing equal pay was approved. In practice this applies to about 90 per cent of the working women.

Active participation of women in guard duty throughout the years, and subsequently during the War of Independence, resulted in a government policy aimed at "full and complete equality for women, Jewish, Christian and Moslem, in their rights and duties as citizens, workers and members of the community."

Military conscription applies to girls. They are obliged to serve for 22 months, (2¼ years for boys) upon reaching the age of 18, or upon completion of secondary education. Married women are exempt, but may be included in the reserve force until birth of the first child.

Labour Organization—Women in Israel account for 47 per cent of the membership in the General Federation of Labour (Histadrut). Within the Federation, the 400,000 women members include Arabs, Jews, veterans and often three generations of a family. They are organized into the Women Worker's Council.

Wives of Histadrut members, whether in the labour force or not, are considered full members; taking care of a home and family is considered as productive labour in Israel. They are an active part of the organization called "Working Mothers," and bear the main responsibility for the children's institutions. They enjoy full membership privileges in the organization, participating in elections as well as all other activities.

* Based on 1963 labour force sample surveys. Total population figures exclude 15,000 Bedouins in the Negev and soldiers in the regular army or on compulsory duty. *1964 Year Book of Labour Statistics (ILO).*

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During May, June and July

(except those under negotiation in April)

Company and Location	Union
American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Canada Cement, N.B., Que., Ont., Man. & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Chrysler Canada Ltd., Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
E. B. Eddy, Parent & Lower Dumoine, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Scott La Salle, Longueuil, Que.	Empl. Assn. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During April

(except those concluded in April)

Bargaining

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC) Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Pulp & Paper Wkrs. of Canada (Ind.) IBEW (AFL-CIO/CLC) Office Empl. (AFL-CIO/CLC) Public Empl. (CLC) (inside empl.) Public Empl. (CLC) (outside empl.) Public Empl. (CLC) Calgary Power Empl. Assn. (Ind.)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Moulders (AFL-CIO/CLC) Mining Empl. Federation (CNTU)
B.C. Hydro & Power Authority	Machinists (AFL-CIO/CLC)
Calgary City, Alta.	ILA (AFL-CIO/CLC)
Calgary City, Alta.	Marconi Empl. Council (Ind.)
Calgary General Hospital, Calgary, Alta.	CLC-chartered locals
Calgary Power & Farm Electric Services, Alta.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) Bush Wkrs., Farmers' Union (Ind.) Pulp & Paper Wkrs. Federation (CNTU) Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) Bush Wkrs., Farmers' Union (Ind.)
Canada Iron Foundries, Three Rivers, Que.	Typographical Union (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Empl. Assn. (Ind.)
CPA, system-wide	Mine Wkrs. (Ind.)
CNR, North Sydney, N.S.	
Cdn. Marconi, Montreal, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	Rubber Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Pulp & Paper Wkrs. Federation (CNTU) Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) Rubber Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	ILA (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Fire Fighters (AFL-CIO/CLC) Public Empl. (CLC) (caretakers)
Consolidated Paper, Trenche Dist., Que.	Bookbinders (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Machinists (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Teamsters (Ind.) Butcher Workmen (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	
Domtar Newsprint, Red Rock, Ont.	
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	
Dunlop Canada Limited, Toronto, Ont.	
Eastern Canada Stevedoring & other companies, Toronto, Ont.	
E. B. Eddy, Hull, Que.	
Edmonton City, Alta.	
Edmonton Public School Board, Edmonton, Alta.	
Employing Printers' Assn. of Montreal, Montreal, Que.	
Employing Printers' Assn. of Montreal, Montreal, Que.	
Fairey Aviation, Eastern Passage, N.S.	
Fittings Limited, Oshawa, Ont.	
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	
Fur Mfrs. Guild, Montreal, Que.	

Company and Location	Union
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hamilton, City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton, City, Ont.	Public Empl. (CLC) (outside empl.)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hopital General St-Vincent de Paul & Hopital d'Youville et Hospice du Sacre-Coeur, Sherbrooke, Que.	Service Empl. Federation (CNTU)
Hospitals (9), Hull, Buckingham & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach of Canada, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Columbia Forest Products & Elk Falls Co., B.C. coast	Papermakers (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp. Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Que. & Manicouagan Power Co.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford. Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

Company and Location	Union
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	White Spot Empl. Union (Ind.)
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Catelli Food Products, Montreal,, Que.	Bakery Wkrs. (CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hawker Siddeley (Cdn. Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
London City, Ont.	Public Empl. (CLC) (outside empl.)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Studebaker-Packard of Canada, Hamilton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)

Post-Conciliation Bargaining

CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Arbitration

Quebec Hydro (Shawinigan Water & Power) Que.	Public Service Empl. Federation (CNTU)

Work Stoppage

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During April

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Air Canada, company-wide, Air Line Flight Attendants (CLC): 2-yr. agreement covering 700 empl.—wage increases of 3% retroactive to April 1, 1965 and of 3% eff. April 1, 1966; 8 days vacation in lieu of statutory holidays during period November to April of each yr.; 4 wks. vacation after 20 yrs. of service eff. Jan. 1966; company to pay 50% of group life insurance premiums; top rates for stewardesses will be $7.43 an hr. for service on DC-8 and $6.87 an hr. on other aircraft April 1, 1966; agreement to expire March 31, 1967.

Automotive Transport Labour Relations Assn., B.C.—Teamsters (Ind.): 4-yr. agreement covering 2,200 empl.—wage increases of 20¢ an hr. retroactive to Jan. 1, 1965, 20¢ an hr. eff. Jan. 1, 1966, 20¢ an hr. eff. Jan. 1, 1967 and 20¢ an hr. eff. Jan. 1, 1968; wage guarantee of 40 hrs. a wk. to apply to 33% of empl. (formerly 25%), to 50% of empl. in 1965 and to 60% of empl. in 1966; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); new provision for 4 wks. vacation after 15 yrs. of service and in 1968 after 14 yrs. of service; non-occupational weekly indemnity increased to $60 (formerly $40); new provision for 3 days bereavement leave; jury duty supplement introduced; rate for warehouseman Jan. 1, 1968 will be $3.13 an hr.; agreement to expire Dec. 31, 1968.

Burnaby District, B.C.—Public Empl. (CLC) (inside, outside empl. and foremen): 1-yr. agreement covering 600 empl.—general wage increases for hourly wkrs. of 10½¢ an hr. retroactive to Jan. 1, 1965 and 4¢ an hr. eff. July 1, 1965, and for salaried empl. 5½% retroactive to Jan. 1, 1965; 4 wks. vacation after 16 yrs. service (formerly after 17 yrs.); rate for labourer July 1, 1965 will be $2.28½ an hr.; agreement to expire Dec. 31, 1965.

Canada Steamship Lines, Ont. & Que.—Railway Clerks (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—wage increases of 10¢ an hr. retroactive to April 16, 1964, 10¢ an hr. eff. April 16, 1965 and 10¢ an hr. eff. April 16, 1966; premium for night work after 6 p.m. Monday to Friday to be 55¢ an hr.; premium for night work after 6 p.m. Saturday to be time and one half; 1 wk. vacation after service of one season, 2 wks. vacation after service of two seasons, 3 wks. vacation after service of 10 seasons and new provision for 4 wks. vacation after service of 15 seasons; study of existing pension plan and possibility of adoption of new pension plan to be conducted and recommendations to become effective in 1966; rate for freight handler April 16, 1966 will be $2.31 an hr.; agreement to expire April 15, 1967.

Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.—Lithographers and Photo Engravers (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. retroactive to Jan. 1, 1965, 4¢ to 6¢ an hr., depending on basic rates, eff. Jan. 1, 1966 and 6¢ to 8¢ an hr., depending on basic rates, eff. July 1, 1967; cost-of-living escalator clause to be discontinued Sept. 1, 1965; work week to be reduced with maintenance of pay to 36¼ hrs. (at present 37½ hrs.) eff. Sept. 1, 1965 and to 35 hrs. eff. Jan. 1, 1967; new provision for 4 wks. vacation after 20 yrs. service; agreement to expire Dec. 31, 1967.

Consumers Glass, Ville St. Pierre, Que.—CNTU-chartered local: 3-yr. agreement covering 550 empl.—settlement pay of 5% of earnings from November 1, 1964 to April 7, 1965; wage increases of 5% eff. April 8, 1965, 4½% eff. Feb. 1, 1966 and 3½% eff. Feb. 1, 1967; additional classification adjustments; 9 paid holidays (formerly 8) in 1965 and 10 paid holidays in 1966; 2 wks. vacation after 3 yrs. of service eff. Feb. 1, 1966 (at present after 5 yrs.); 2 wks. vacation pay to be increased to 4½% of earnings (at present 4%), 3 wks. vacation pay to be increased to 6½% of earnings (at present 6%), 4 wks. vacation pay to be increased to 8½% of earnings (at present 8%) eff. Feb. 1, 1966; second and third shift premiums increased to 8¢ and 10¢ an hr. respectively (formerly 7¢ and 9¢ an hr.); company to pay full cost of medical-surgical plan; rates for toolmaker, patternmaker and labourer will be $2.61, $2.65 and $1.95 an hr. respectively, Feb. 1, 1967; agreement to expire Jan. 31, 1968.

Hilton of Canada (Western) Ltd. (Hotel Vancouver), Vancouver, B.C.—Railway, Transport & General Wkrs. (CLC): 3-yr. agreement covering 500 empl.—wage increases of 8¢ an hr. retroactive to March 1, 1965, 6¢ an hr. eff. March 1, 1966 and 6¢ an hr. eff. March 1, 1967; split shift differential to be 50¢ a day; Remembrance Day to be 8th paid holiday; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for maid March 1, 1967 will be $1.45 an hr.; agreement to expire Feb. 29, 1968.

Montreal City, Que.—Public Service Empl. Federation (CNTU) (inside empl.): 2-yr. agreement covering 4,500 empl.—wage increases of 4% retroactive to Dec. 1, 1964 and 4% eff. Dec. 1, 1965; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); maternity leave without pay in seventh month of pregnancy included in agreement (formerly outside agreement); empl. to be allowed time off of 1 hr. for biennial union elections; 1 mo. leave of absence to be granted to empl. for candidacy in federal or provincial elections; new provision for jury duty supplement; agreement to expire Nov. 30, 1966.

Northern Electric, Toronto, Ont.—Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse and installation empl.): 3-yr. agreement covering 1,100 empl.—average wage increases of 8¢ an hr. retroactive to Nov. 1964, 8¢ an hr. eff. Nov. 1965 and 8¢ an hr. eff. Nov. 1966; 10 (formerly 9) paid holidays; 4 wks. vacation after 25 yrs. of service (formerly after 29 yrs.); employer to pay present premiums of hospital and medical insurance; rate for shop trucker Nov. 1966 will be $1.96 an hr.; agreement to expire Oct. 31, 1967.

Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increase of 5¢ an hr. retroactive to March 1, 1965; work week reduced from 54 hrs. to 50 hrs. with maintenance of pay in 1965 and to 48 hrs. with maintenance of pay eff. March 1, 1966; 2 wks. vacation (formerly 1 wk.) after 5 yrs. of service and 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); group medical and hospital insurance plan to be adopted Sept. 1, 1965; rate for labourer becomes $1.46 an hr.; agreement to expire Feb. 28, 1967.

Rowntree Co., Toronto, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases for male skilled trades of 18¢ an hr. eff. April 1965, and 17¢ an hr. eff. Jan. 1966; wage increases for male general wkrs. of 11¢ an hr. eff. April 1965 and 10¢ an hr. eff. Jan. 1966; wage increases for female empl. ranging from 9¢ to 13¢ an hr. eff. April 1965 and 5¢ an hr. eff. Jan. 1966; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); afternoon and evening shift premiums increased to 9¢ and 11¢ an hr. respectively (formerly 7¢ and 10¢); company to pay 50% of premiums for Ontario hospital insurance; agreement to expire Dec. 31, 1966.

Royal Alexandra Hospital, Edmonton, Alta.—Public Empl. (CLC): 2-yr. agreement covering 600 empl.—general wage increases of 4% retroactive to Jan. 1, 1965 and 4% eff. Jan. 1, 1966; agreement to expire Dec. 31, 1966.

St. Boniface General Hospital, St. Boniface, Man.—Empl. Union of Hospital Institutions (Ind.): 3-yr. agreement covering 800 empl.—wage increases of 3½% retroactive to March 29, 1965, 5% eff. April 1, 1966 and 4% eff. April 1, 1967; Remembrance Day to be 10th paid holiday; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); bi-weekly rate for hospital attendant April 1, 1967 will be $124; agreement to expire March 31, 1968.

Walter M. Lowney Co., Sherbrooke, Que.—Bakery Wkrs. (CLC): 2½-yr. agreement covering 550 empl.—general wage increase of 23¢ an hr. in the following steps: 5¢ an hr. retroactive to Dec. 3, 1964, 3¢ an hr. eff. Aug. 1, 1965, 3¢ an hr. eff. Dec. 3, 1965, 3¢ an hr. eff. April 1, 1966, 5¢ an hr. eff. Dec. 3, 1966 and 4¢ an hr. eff. April 1, 1967; additional increases varying from 5¢ to 25¢ an hr. with introduction of job evaluation plan; afternoon and night shift premiums increased to 7¢ and 10¢ an hr. respectively (formerly 5¢ and 7¢ an hr.); 9 paid holidays (formerly 8); amendments to vacation with pay plan: 3 wks. after 12 yrs. of service eff. May 1, 1965 (formerly after 15 yrs.), after 11 yrs. of service eff. May 1, 1966 and after 10 yrs. of service eff. May 1, 1967; 4 wks. after 20 yrs. of service (formerly after 25 yrs.) eff. May 1, 1965; joint administration of insurance plan (formerly administered solely by company); male base rate April 1, 1967 will be $1.61 an hr.; female base rate April 1, 1967 will be $1.35 an hr.; agreement to expire July 1, 1967.

Winnipeg General Hospital, Winnipeg, Man.—Public Empl. (CLC): 3-yr. agreement covering 650 empl.—general wage increases of 5% retroactive to Jan. 1, 1965, 5% eff. Jan. 1, 1966, and 3% eff. Jan. 1, 1967; sick leave increased to maximum of 40 days (formerly 30 days); 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); rate for porter will be $303 per mo. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

An "unprecedented" report of a study of automation in the American communications industry, undertaken by a firm of management consultants employed by the union, and an estimate of its long-range effects on the employment, security and living standards of workers in the industry was made public last month by Joseph A. Beirne, president of the Communications Workers of America. The union is the first to commission such a study.

The report was prepared by the Diebold Group, Inc., headed by John Diebold of New York, the man to whom the coining of the word "automation" is often imputed.

Technological improvements, according to the report, will continue to reduce the amount of labour required in industrial production processes, and will at the same time oblige society to find ways of helping people to make creative use of their leisure time. As far as the communications industry is concerned, the report finds that employment will increase only slightly during the next decade or two.

"Even if the work force in our industry remains relatively stable, we are faced with a net deficit of jobs," President Beirne commented, "since the proportion of jobs in communications relative to the total number of jobs in the economy will fall."

Although there was much reason for optimism, he said, such as the growing need for very highly skilled persons and specialists of many kinds, the CWA was "deeply concerned about the finding that skill levels of certain workers may actually be lowered in electronic central offices and elsewhere."

Mr. Beirne said that, although the union did not "necessarily agree with all the findings of the study," he was gratified that in general its conclusions "broadly sustain CWA's approach to the problem of automation."

He went on to say that it was clear that "we in the communications industry must work for: (1) a 35-hour work week; (2) constantly higher wage income; (3) earlier retirement or more adequate pensions and longer vacations; (4) collective bargaining progress toward better health and security provisions and greater educational opportunity; (5) a broadened exploration of how workers may obtain the best and most fruitful use of the greater amount of leisure time which will be available if we use automation correctly."

TEAMWORK in INDUSTRY

The most ambitious and successful project ever shared on a co-operative basis by union and management at Continental Can Company's Plant 530, Mount Dennis, Ont., dealt with employee training. Personnel supervisor Harry Rich has revealed that when the plant was first faced with the need for training men in a new process—lithography—in the printing department, the Printing Specialties Union offered the services of qualified instructors from one of its other units.

Subsequently, through close co-operation between management and union instructors, a fully qualified five-man crew was trained to operate a complex, high-speed, five-colour lithography press. From this trained nucleus, seven more crews have been developed to operate the additional presses that have been installed. Observed Mr. Rich: "At Continental, training is recognized as a most important area for union-management co-operation. To ignore your work force in this field is like operating your automobile without regard for the experience and know-how of a good mechanic."

As another spokesman stated it: "Like all modern managements, we have an active labour-management committee. . . . We have a 20th Century approach to industrial relations."

Desire for personal betterment and the success of a company are directly related, according to plant manager Harry Smith. A union steward in his earlier days with the firm, Mr. Smith has had a close look at both sides of the industrial relations picture. Whether one is a supervisor or one of the supervised, he says, the goal is the same—desire for betterment.

"You can't have one without the other," he said during an interview. "Nothing achieves success more than old-fashioned co-operation and teamwork. At Continental we strive to keep all employees intimately aware of the company operations, in a sincere effort to foster a labour-management partnership."

No one comes out a loser in labour-management committee meetings at Plant 530, claims union spokesman Bill Pritchard. Mr. Pritchard, who heads employee representatives serving on the committee, is chapel chairman of Local 466, Printing Specialties and Paper Products Union. During an interview he commented: "We always feel that some good is derived from these meetings. We get the opportunity to iron out a number of small problems—and no one comes out a loser. It is really a meeting of minds, with a spirit of co-operation and mutual trust permeating both sides."

Mr. Pritchard's fellow committee members are Harry Rich, personnel supervisor; Dave Kirk, plant engineer; Jack Potter, assistant plant manager; Jack Wagstaffe, litho; Ralph Caverley, printing; George Nagel, cutting and creasing; Doug Rider, finishing; Alex Laurence, shipping and receiving; Wally Nothrup, maintenance, and Don Russell, service. CCCC's Mount Denis plant manufactures folding cartons and paper specialties.

Continental Can management is currently exploring the potential inherent in greater encouragement of employee "feedback" via its labour-management communications program. Upon the recommendation of the plant labour-management committee, management has agreed to produce a printed insert on committee activities. The insert will be included as a regular supplement in the plant publication, "The 530 NEWS".

* * *

At a recent meeting of Jubilee Hospital's Labour-Management Committee, in Vernon, B.C., administrator J. K. Maynard announced to members that new construction to enlarge facilities would be started this summer. Then he added that the plans for the new addition were on display in the hospital board room for all to see. Alongside the display is a book, and employees are invited to write down any suggestions they might have for changes and improvements. Bargaining agents for Jubilee Hospital employees are the Registered Nurses Association of B.C., and Hospital Employees' Local 180.

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The Staff-Management Advisory Committee at Modern Press Ltd., Saskatoon, in a "press release" issued to the employees, said it did not usurp the place of a union, nor did it "act as a pipeline for management." It said that it rather provided a meeting place where all groups in the plant could learn to understand each other's views, what problems could be met and solved, and what improvements could be made.

Bargaining agents for the employees of Modern Press are locals of the Bookbinders, Printing Pressmen's and Typographical unions.

Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during March. The Board granted six applications for certification, ordered one representation vote and rejected two applications for certification. During the month the Board received 14 applications for certification, three requests under Section 61(2) of the Act for review of earlier decisions, and allowed the withdrawal of three applications for certification. It also allowed the withdrawal of a complaint under Section 43 of the Act alleging failure to bargain that the Minister of Labour had referred to the Board.

Applications for Certification Granted

1. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Robert Transport Ltée, Rougemont, Que. (L.G., April, p. 340).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on the self-loading and dumping log barge *Straits Logger* by Straits Barge Limited, Vancouver, B.C. (L.G., April, p. 340).

3. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of unit of drivers, helpers, and mechanics employed by Houle Express Ltée., St-Rémi de Napierville, Que. (L.G., April, p. 341).

4. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of deckhands employed aboard vessels owned and operated by Lyttle Bros. Limited, Vancouver, B.C. (L.G., April, p. 341).

5. International Association of Machinists on behalf of a unit of clerical employees employed in the engineering and maintenance of way departments of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (see applications for certification received, below).

6. Canadian Air Line Pilots Association on behalf of a unit of captains and first officers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (see applications for certification received, below).

Representation Vote Ordered

Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, and General Drivers, Warehousemen and Helpers Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Bicknell Freighters Limited, Calgary, Alta., respondent, and Western Truckers Union, intervener. The Board directed that only the names of the Teamsters' Locals appear on the ballot. (L.G., April, p. 340). (Returning Officer: J. D. Meredith).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen, Helpers, and Miscellaneous Workers, Local 76, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and M & D Transfer Limited, Coldbrook, N.B., respondent. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board. (L.G., March, p. 245).

2. Western Truckers Union, applicant, Bicknell Freighters Ltd., Calgary, Alta., respondent, and the Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, and General Drivers, Warehousemen and Helpers, Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners. The application was rejected for the reason that the Board was not satisfied that the Western Truckers Union was a bona fide and properly organized and functioning union. (L.G., April, p. 340).

Applications for Certification Received

1. Association des Employes de Rod Service Ltée on behalf of a unit of garage employees and drivers employed by Rod Service Ltée-Ltd., Montreal, Que., in the carrying out of its contracts for the pick-up and delivery of Her Majesty's Mail. (Investigating Officer: R. L. Fournier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed aboard the car barge *Greg Yorke* by Aqua Transportation Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

3. International Association of Machinists on behalf of a unit of clerical employees employed in the engineering and maintenance of way departments of the Quebec North Shore & Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier). (See Applications for Certification Granted, above).

4. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 938, and General Truck Drivers Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Overnite Express Ltd., Hull, Que. (Investigating Officer: G. E. Plant).

5. Canadian Air Line Pilots Association on behalf of a unit of captains and first officers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (Investigating Officer: Miss M-P. Bigras) (See Applications for Certification Granted, above).

6. Brotherhood of Maintenance of Way Employees, Canadian National System Federation (Western Lines) on behalf of a unit of sectionmen employed by White Pass & Yukon Route (British Columbia Yukon Railway Company and the British Yukon Railway Company). (Investigating Officer: G. H. Purvis).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard vessels owned and operated by Engineering Consultant Limited, Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. National Association of Broadcast Employees and Technicians on behalf of a unit of technicians employed by British Columbia Television Broadcasting Limited (CHEK-TV), Saanich, B.C. (Investigating Officer: J. D. Meredith).

9. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Veilleux Transport Inc., East Angus, Que. (Investigating Officer: R. L. Fournier).

10. Association of Quebec Employees of Overnite Express Limited on behalf of a unit of employees employed in the Province of Quebec by Overnite Express Limited, Hull, Que. (Investigating Officer: G. E. Plant).

11. Mayo District Mine, Mill & Smelter Workers Local Union No. 924 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees employed by Discovery Mines Ltd., Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

12. Mayo District Mine, Mill & Smelter Workers Local Union No. 924 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees employed by Mount Nansen Mines Ltd., Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

13. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of a unit of employees employed by Transport Frontenac Ltée, Quebec, Que., in the carrying out of its contracts for the pick-up and delivery of Her Majesty's Mail. (Investigating Officer: R. L. Fournier).

14. Office Employees International Union, Local 131, on behalf of a unit of clerical and sales staff employed by Pickford and Black Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

Requests under Section 61 (2) Received

1. Request by the Canadian National Railway Company for review of the certification issued by the Board on May 18, 1960, to the Canadian National Railways Police Association in respect of a unit of railway police employed in the company's Investigation Department. (L.G., 1960, p. 707).

2. Request by The Order of Railroad Telegraphers, System Division No. 7, for review of the Board's decision on January 28, 1965, rejecting an application for certification made by The Order of Railroad Telegraphers, System Division No. 7, in respect of a unit of employees employed by the Canadian Pacific Railway Company. (L.G. March, p. 245).

3. Request by the Canadian Brotherhood of Railway, Transport and General Workers, for review of the certification issued by the Board on June 30, 1952, to the Canadian Brotherhood of Railway Employees and Other Transport Workers (now Canadian Brotherhood of Railway, Transport and General Workers) in respect of a unit of employees of the Canadian National Railways in the offices of the General Freight Claims Agent and District Freight Claims Agent, Montreal, Que. (L.G., 1952, p. 1074).

Applications for Certification Withdrawn

1. International Alliance of Theatrical Stage Employees, Local 878, applicant, Canadian Broadcasting Corporation, respondent (certain employees in Quebec), and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener. (L.G., Aug., 1964, p. 716).

2. International Association of Machinists, applicant, and the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent (engineering and maintenance of way departments) (L.G., April, p. 340). (New application submitted, see Applications for Certification Received, above).

3. International Union of Operating Engineers, Local 882, applicant, the National Harbours Board, Vancouver, B.C., respondent, and Vancouver Harbour Employees Association Local 517, International Longshoremen's & Warehousemen's Union, intervener. (L.G., April, p. 340).

Complaint under Section 43 Withdrawn

The Board permitted the withdrawal of a complaint by the Vancouver-New Westminster Newspaper Guild, Local 115 American Newspaper Guild, alleging that the Vantel Broadcasting Co., Ltd., Vancouver, B.C., had failed to bargain collectively. The complaint had been referred to the Board by the Minister of Labour in November, 1961, and the Board was unable to deal with the complaint because of protracted court proceedings begun by the company. (L.G., 1962, p. 53).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. British Yukon Navigation Company and British Yukon Railway Company (White Pass and Yukon Route) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. Canadian National Steamship Company, Limited (Pacific Coast Service) and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

3. Cargill Grain Company Limited, Baie Comeau, Que., and Local 977, International Brotherhood Pulp, Sulphite and Paper Mill Workers (Conciliation Officer: R. L. Fournier).

4. National Harbours Board, Port of Montreal, and Montreal Harbour Staff Employees' Association (Conciliation Officer: C. E. Poirier).

5. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (Conciliation Officer: C. E. Poirier).

6. Canadian National Hotels Limited (Chateau Laurier Hotel) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

7. Giant Yellowknife Mines Ltd., and Yellowknife & District Miners Union, Local 802, International Union of Mine, Mill & Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe).

8. Canadian Freightways Limited, Calgary, and Locals 362 and 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

9. Canadian Pacific Air Lines Limited, Vancouver Airport, and Hotel and Restaurant Employees' Union, Local 28 (Conciliation Officer: D. S. Tysoe).

10. Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: C. Arthur Frey).

11. Radio Nord Inc. (Station CKRN-TV) Rouyn, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

12. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae).

13. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Lakehead Terminal Elevators Association, Port Arthur and Fort William, Ont., and Local 650 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. Arthur Frey) (L.G., April, p. 342).

2. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and International Association of Machinists (Conciliation Officer: T. B. McRae) (L.G., April, p. 342).

3. The Toronto Harbour Commissioners, and Locals 1842 and 1869 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae) (L.G., April, p. 342).

4. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV) Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 138).

5. Quebec Cartier Mining Company, Port Cartier, Que., and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier) (L.G., Dec., 1964 p. 1108).

Conciliation Board Appointed

National Harbours Board, Port of Quebec, and Local 529 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 138).

Boards' Reports Received

1. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Feb., p. 138). The text of the report is reproduced below.

2. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec., 1964, p. 1109). The text of the report is reproduced below.

3. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 50). The text of the report is reproduced below.

Settlement Reached after Board Procedure

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (see above).

Settlement before Board fully Constituted

Canadian Pacific Railway Company *S.S. Princess of Acadia* and Canadian Brotherhood of Railway, Transport and General Workers (engineer officers and electrical engineer officers) (L.G., April, p. 342).

Report of Board in Dispute between

Canadian National Hotels Limited (Fort Garry Hotel)
and
Canadian Brotherhood of Railway, Transport and General Workers

The Board received written briefs from the Canadian National Railway Company Hotel Division, hereinafter referred to as the "company" and the Canadian Brotherhood of Railway, Transport and General Workers, hereinafter referred to as the "union".

The Canadian National Railway was represented by N. A. McLean and W. G. Foster.

The Canadian Brotherhood of Railway, Transport and General Workers was represented by A. Nolette, J. R. Grealy, K. C. Perry, L. Hurard and W. H. Matthew.

After both parties had presented their briefs to the Board, the Board pursuant to the requirements of the Industrial Relations and Disputes Investigation Act, attempted to conciliate the difference existing between the parties. The Board was unsuccessful in its conciliatory efforts and as a result, pursuant to the requirements of The Industrial Relations and Disputes Investigation Act, it is necessary for the Board to make recommendations as to a fair and equitable basis for settlement of the dispute.

ISSUES IN DISPUTE

Union's demands—two year contract.

1. A 10¢ wage increase for all employees.
2. The addition of Remembrance Day and Boxing Day as paid statutory holidays.
3. For employees with less than one year's service, payment of one days vacation with pay for each twenty-five (25) days of actual work during the preceding year.
4. Increase in vacation entitlement for long service employees.
5. One days sick leave with pay per month accumulative.
6. Extra $1 per day compensation to all employees working split shifts.

The parties were able to agree upon certain clarifications and changes of job classifications.

SUMMARY OF UNION'S BRIEF

The union in its brief sets forth the history of the dispute. A summary of the matters are now before the Board and argument and evidence in support of these matters.

With reference to the justification of a wage increase, the union argued that it is the policy of the Government of Canada to support a minimum wage in the amount of $1.25 per hour and that the company being a creature of Parliament should be prepared to acquiesce to the policy pronouncement of the Parliament of Canada.

The Board rejects this argument. It is correct that the Canadian National Railway, as a corporation is a legal creature of the Parliament of Canada. The hotel department of the company is competing with other hotel enterprises who operate pursuant to the best business standards that would be employed by the private enterprise segment of the industry. The company in no way should be prejudiced in its operation of its corporate status.

If the Parliament of Canada applies the new labour standards legislation to the opera-

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During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of W. Steward Martin of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members. A. S. Dewar, Q.C., and P. Byiers, both of Winnipeg, nominees of the company and union, respectively.

The text of the report is reproduced here.

tion of the Fort Garry Hotel and imposes upon this establishment a minimum wage of $1.25 per hour, it will be creating a wage differential between the Fort Garry Hotel operating costs and the average wages paid in the hotel industry in this area of at least 25 per cent. Under these circumstances it is difficult to see how the Fort Garry Hotel can compete with the other segments of the industry, particularly in light of the fact that labour costs account for approximately 50 per cent of the total operating costs.

The Union's other primary argument in support of wage increases is based upon a consideration of the increase in wage rates in Canada since 1958. On the basis of this evidence, the union argued that wages have been increasing at the rate of 6.4 per cent every two years. The union's statement in this regard is accepted by the Board as being factually correct.

The union argued that Remembrance Day and Boxing Day should be included as additional paid statutory holidays on the grounds that the Prince Edward Hotel in Brandon, Man., and the Canadian Pacific Railway hotels and certain hospitals pay for these holidays. No other evidence was tendered to the Board indicating the prevailing practise in the hotel industry in this area or elsewhere in Canada. The Board is not prepared to accept this meagre evidence as justifying an increase in the statutory holiday entitlement.

With reference to increase in vacation pay, the union justifies its position in light of the holiday entitlement set forth in the Federal Labour Standards Code. The Board is not prepared to accept the vacation with pay standards as set forth in this proposed legislation. The Board strongly feels that the economic realities of conducting a competitive business requires that the employer does not sustain labour costs that will materially jeopardize its competitive position.

The union argued that hospital employees under collective agreements receive a minimum of one day per month accumulative sick leave. There is no evidence tendered to the Board to indicate what the practices are in the hotel industry. The Board feels that it is unrealistic to impose conditions that may exist in hospitals to the hotel industry. There may be salient practical reasons why hospitals follow the practice of sick leave. It could be contrary to the hospital interest to have people working in these institutions who are suffering slight sicknesses.

With reference to the union's demand for extra compensation for employees working split shifts, the Board is sympathetic with this argument. It is felt that employees should receive some compensation when they are on call, for work beyond the normal continuous work period.

SUMMARY OF COMPANY'S BRIEF

The company sets forth a summary of the labour dispute. The brief provides statistics concerning the financial operation of the hotel from 1955 to 1964 inclusive. The Board notes that this hotel has sustained, during the years 1961, 1962, 1963 and 1964, a substantial cash loss, without taking into consideration the depreciation factor. With the depreciation factor considered, the annual average loss per year of this period would be in excess of $170,000 per year. The company in its brief does not argue that the operating position of the hotel is the primary justification for its refusal to grant a wage increase. Its primary argument is an assertion that the hotel, at the present time, is paying wage rates in excess of those wage rates paid by its competitors in this area.

The company assertion in this regard is only partially correct in light of its own evidence. In [one] table of its brief, it sets forth the wages applicable to certain job classifications as found in the four other major competitive hotels in the downtown area. Ten job classifications are considered for comparative purposes with the four other major hotels. In seven of these classifications the rates paid by the Fort Garry Hotel are above the average rates set forth.

On the other hand, comparing the rates paid on these 10 job classifications to the rates paid in the Royal Alexandra Hotel, which is the only other comparable hotel, the evidence tendered by the company reveals that their rates are higher in only two job classifications and in one job classification the rate paid by the Royal Alexandra Hotel is 22 cents higher than the comparable rate paid by the Fort Garry Hotel. Thus, the company's argument that it is paying wage rates in excess of the rates paid by its competitors, is not supported by its own evidence. If the highest wage of the various job classifications is selected from among the four wage schedules of the downtown hotels, it is only in the classification of houseman that the Fort Garry Hotel wage rate is highest.

The company may be correct in its assertion that the total of its fringe benefit costs is greater than is found in other hotels. Unfortunately there is no evidence before the Board to make an assessment on this question.

The statistics set forth by the company in [another] table indicates that its wage rates are substantially higher than Manitoba hotels, other than railway hotels employing less than 200 people. However, for the purposes of

this Board, it is felt that the Board should take specific cognizance of the wage rates operative by the major hotels in the downtown Winnipeg area. The same assessment is made with reference to the company's statistics concerning the wage structures existing in Canadian hotels other than railway hotels employing 200 or more people. The statistics set forth in this table reveal that the Fort Garry Hotel is paying above the average Canadian wage. However, the differential is not nearly as great as found in this table.

The company in its brief makes reference to the increased competitive factor in the industry, as evidenced by the large increase in the number of hotels available in the Greater Winnipeg area and the decrease in the occupancy rate at the Fort Garry Hotel. In addition to providing the Board with information concerning the revenue and expenses of the overall hotel operation, the Board was provided with specific evidence showing the revenue and expenses covering the catering service. This catering service also shows a substantial net loss in operation over the years. The company provided salient evidence indicating that there is no justification for increasing the number of paid statutory holidays and has satisfied the Board by its representation that, all the demands of the union should be rejected with the exception of the demands for a wage adjustment and split shift allowance.

With reference to the company's argument concerning the compensation for employees working split shifts, the company takes the position that an assessment of many hotel agreements across the country do not reveal a justification for the payment of a $1 premium for shift work. The company argued that this type of compensation would be tantamount to the granting of bonuses and the imposition of a penalty upon the company because of unavoidable working conditions.

The Board is not convinced that shift work could not be further minimized in this hotel. The union argued verbally that there is only one position in the Palliser Hotel in Calgary, Alta., that is covered by shift requirements. The union further indicated that it has a proposal which it feels would materially reduce the amount of shift work required at this hotel. The Board feels that if the company has the right to utilize its work force within varying job classifications, that the amount of shift work required in the operation of the establishment could be reduced. The Board feels that an employee who is deprived of having his leisure time on a continuous basis, is entitled to more compensation than an employee who has continuous leisure time.

BOARD RECOMMENDATIONS

The Board is making its wage recommendations covering the 10 job classifications set forth in the company's brief, plus the trade classification which is not set forth in the company's brief. If the wage recommendations in these classifications are not sufficient to establish an overall wage structure, then the Board is prepared to make further recommendations in order to facilitate this objective.

	First Year	Second Year
Room clerk	3¢	3¢
Telephone operator	3¢	2¢
Bellman	2¢	2¢
Elevator operator	3¢	2¢
Bartender	no increase	no increase
Lounge waiter	no increase	no increase
Waiter-waitress	2¢	2¢
Chambermaid	3¢	3¢
Houseman	no increase	no increase
General cook	4¢	4¢
Maintenance department Classifications	5¢	5¢

With reference to compensation for split shifts, the Board is prepared to recommend a 30-cent payment per shift for all employees who are required to work a split shift, on the understanding that the work rules imposed upon the company gives the company the right to utilize its work force so that it can take effective measures to eliminate split shift employment.

The Board further recommends that the company should be given a reasonable time in order to consider and experiment with methods that may minimize shift work employment. The Board therefore recommends that the imposition of split shift premiums should not become effective until the 1st day of October, 1965.

Dated at the City of Winnipeg, March 8, 1965.

(*Sgd.*) *W. S. Martin,*
Chairman.

(*Sgd.*) *P. Byiers,*
Member.

(*Sgd.*) *A. S. Dewar,*
Member.

Report of Board in Dispute between

Canadian National Hotels Limited (Bessborough Hotel)

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation, composed of C. L. B. Estey, Q.C., Chairman; A. S. Dewar, Q.C., nominee of Canadian National Hotels Limited and Raymond Sedgwick, nominee of Canadian Brotherhood of Railway, Transport and General Workers, sat at the Bessborough Hotel in Saskatoon, on February 3, 1965, pursuant to the order of the Hon. Allan J. MacEachen, Minister of Labour. The Board was appointed to endeavour to bring about agreement between Canadian National Hotels Limited and Canadian Brotherhood of Railway, Transport and General Workers representing the employees of the Bessborough Hotel in Saskatoon.

J. R. Grealy acted as spokesman at the hearing for Canadian Brotherhood of Railway, Transport and General Workers, representing the hotel employees, N. A. McLean acted as spokesman for Canadian National Hotels Limited.

The collective bargaining agreement between the parties expired on July 31, 1964, and the parties were unable to reach a new agreement. The requests of the union as placed before the board were as follows:

1. A 10 cent increase for all employees.
2. Amend Article 12.1 by adding Remembrance Day and Boxing Day.
3. Delete articles 13.1 and 13.2 and rewrite article 13.1 as follows: "An employee who, at the beginning of the calendar year, has not reached the first anniversary date of his employment with the company, will be allowed during such a year and in subsequent year's, one day's vacation with pay for each 25 days of actual work during the preceding year with a maximum of two weeks, which shall include the regularly assigned days off duty, until qualifying for further vacation under article 13.2."

   Article 13.3 amend to read "10 years" in place of "15 years", reword accordingly.

   Article 13.4 amend to read "20 years" in place of "25 years", reword accordingly.
4. One day's sick leave with pay per month, accumulative.
5. Compensation given to all employees working split-shifts.
6. Term of contract—two years.

Mr. Grealy stressed that many of the union requests were contained in Bill C-126, (The Canada Labour Standards Code) which bill has not as yet been passed by the Parliament of Canada. Insofar as the increase in wages is concerned, it was pointed out to the Board that in the opinion of the union a 3.2 per cent annual increase in hourly wages is in keeping with the national average and that a 3.2 per cent annual increased applied to a cross-section of Bessborough employees would result in a 5 cent hourly increase for a one year period.

Mr. MacLean, in his presentation, dealt at length with the deficits of the Bessborough in each of the past nine years and with the fact that, in the opinion of Canadian National Hotels Limited, the wages paid at the Bessborough are comparable to wages paid "other hotel employees in the community and any increase in wages would result in disproportionately high payrolls at the Bessborough". He also dealt with the fact that the Bessborough employees are presently working a 40-hour week, while the majority of hotels in Saskatoon have been working a 44-hour week.

There appears to be no doubt that for the years 1955 to 1963, inclusive, the Bessborough Hotel experienced five years in which the revenues did not equal the expenses of operation. The union representative did not seriously dispute the fact that the Bessborough

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During March, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of C. L. B. Estey, Q.C., of Saskatoon. He was appointed by the Minister in the absence of a joint recommendation from the other two members, A. S. Dewar, Q.C., of Winnipeg and Raymond Sedgwick of Saskatoon, nominees of the company and union, respectively.

The report of the chairman and Mr. Sedgwick, constitutes the report of the Board. The minority report was made by Mr. Dewar.

The texts of the majority and minority reports are reproduced here.

did operate at a loss during the said years, but took the position that such losses were due to the fact that management had not kept the hotel abreast with changes in the hotel industry.

Insofar as wages are concerned, an employee of the Bessborough should not be denied an increase in wages to take care of additional living expenses due to the fact that the Bessborough had operated at a loss. The chairman and nominee of the union, therefore, report that an increase of six cents per hour to each employee covered by the collective bargaining agreement be granted, effective 1 August, 1964, on a basis of a collective bargaining agreement being entered into between the parties for the period of two years.

Insofar as requests two to five inclusive of the union are concerned, the chairman and nominee of the union take the position that these requests not be granted at the present time. Both union and management at the hearing expressed the hope that the extensive renovations taking place at the Bessborough would increase revenues and benefit both management and the employee.

At the conclusion of the hearing the chairman, with the agreement of the other members of the Board, spoke to the representatives of the union and the representatives of management with the hope of bringing about a reconciliation of views, but such was not possible.

Dated at the City of Saskatoon, in the Province of Saskatchewan this 26th day of February, 1965.

(Sgd.) C. L. B. Estey,
Chairman.

(Sgd.) R. E. Sedgwick,
Member.

COMPANY NOMINEE'S REPORT

The majority report deals with the circumstances of the conciliation and sets out the demands of the Brotherhood. I do not agree with the recommendation for a wage increase contained in that report.

It appears clear that the Bessborough Hotel is an uneconomic operation and that, even without allowances for return on capital, interest on borrowed capital and depreciation, is operating in a substantial loss position. The company, however, does not rely upon this, and I think properly so, as a reason for not granting an increase in wages. A comparison of wage rates in the hotel industry in Saskatchewan shows that the employees in this bargaining unit are already receiving rates of wages above the average. The depressed financial position of the hotel operation is certainly not reflected in depressed wage scales. The Brotherhood demand re wages is for a 10-cent per hour increase spread over a period of two years. It sought to support this demand by drawing attention to the increase in the index of average wage rates in Canada from 1958 to 1962, projecting a similar increase for the period 1963 to 1965, applying same to the wages rates at the Bessborough Hotel, and then modifying the result to 10 cents per hour over the latter period. In my view this does not justify the demand and it is pure guess work to attempt to determine appropriate wage rates on such a nebulous basis. Assuming, as I do, that the wage rates provided for in the collective agreement that expired on July 31, 1964, were satisfactory because the parties agreed upon them, then in the circumstances where these wage rates are already in excess of rates being paid in the industry and in the area, the proper approach would seem to be to gauge any factor that has come into play since July 31, 1964, or will come into play during the term of any new agreement, and reduce the real value of these wages. There is no profit in the operation and, therefore, nothing to be divided or apportioned to the employees on that basis. The factors to be considered, then, are those of an inflationary nature that during the period of the new collective agreement will have the effect of reducing the value of present wages and prejudicing the income position of the employees in the bargaining unit.

In its presentation, the Brotherhood paid no attention to matters of this nature, but it is impossible to make any recommendation without a consideration of them. In doing so, it is my view that a wage increase of three cents per hour for all classifications on a two year agreement, retroactive to August 1, 1964, and a further two cents per hour effective August 1, 1965, will accomplish the result.

As to the other demands, all in the nature of fringe benefits, these cannot be justified and I agree with the recommendation of the other members of the Board on them.

(Sgd.) A. S. Dewar,
Member.

Report of Board in Dispute between

H. W. Bacon Limited

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

The Board of Conciliation consisting of D. Churchill-Smith, company nominee; Paul Siren, union nominee and W. H. Dickie, chairman, met with the parties on January 6 and February 2, 1965.

Appearing for the company were: S. E. Dinsdale, Q.C., counsel; John A. Tory, representing Howard Bacon; Ray Lienhardt, office manager; Robert McDowell, postal supervisor.

Appearing for the union were: Jack Robinson, president; Ed. Clarke, Karl Kostoff, W. Knight, H. Bodkin, Ed. Ryan, Andy Bell, Archie Gibson, F. Green and A. Hawkshaw, committee members.

Statement of matters referred to Board:

1. Pension and welfare.
2. Wages.
3. Additional plus rates tractor trailer driver.
4. Duration of agreement.
5. Hospitalization and welfare.
6. Vacation plan.
7. Five day week.
8. Improved vacations.
9. Probationary period.

This dispute arises out of the fact that the parties were unable to reach settlement on the renewal of their collective agreement which expired June 1, 1964. Involved in these proceedings are 279 employees of the company's mail division.

The Board reviewed with the parties collectively and separately each of the issues in dispute. While settlement was not reached at this meeting there was sufficient evidence that upon further consideration the monetary matters could be resolved, leaving certain non-monetary matters to be further negotiated.

Concurrent with this dispute the members of this Board form a Provincial Board of Conciliation dealing with a dispute involving the cartage employees of this company.

We are pleased to report that a memorandum of settlement has been reached on monetary matters and ratified by the union membership. This has been implemented by the company. The details are as follows:
This memorandum of settlement is entered into to confirm the agreement reached between H. W. Bacon Limited (the "Company") and Warehousemen and Miscellaneous Drivers' Union Local 419, affiliated with The International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America ("Union") in respect of all monetary issues to be covered by the collective agreements to be entered into between the company and the union in respect of the employees in both the cartage division and the mail division of the company, such agreements to cover the period from June 1, 1964, to December 31, 1965.

All monetary issues will be dealt with as set forth in the existing collective agreements dated June 1, 1961, except as follows:

(1) Effective December 1, 1964, the company will make the following improvements in fringe benefits:

(a) Boxing day will be added to the statutory holidays to be observed by the company.

(b) Employees with continuous service of 12 years or over will be entitled to three weeks vacation with pay each year.

(c) The company will contribute to the welfare fund the sum of $14 each month for each employee covered by the agreements.

(d) The company will pay the full cost of the Ontario Hospitalization Plan.

(e) The company will provide at no cost to the employee one three-quarter length jacket once every two years.

(2) Effective May 1, 1965, all wage rates set out in the existing collective agreements will be increased five cents per hour except

(Continued on page 454)

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith and Paul Siren, both of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

Legal Decisions Affecting Labour

Injunction restraining illegal strike is upheld by Manitoba Court of Queen's Bench. Consent to prosecute for breach of Labour Act quashed by Alberta Supreme Court. Trucking firm that provides some interprovincial services declared within federal jurisdiction in labour matters by Ontario High Court

In Manitoba, the Court of Queen's Bench ordered the continuation, until trial, of an injunction restraining an illegal strike declared by the Operative Plasterers' and Cement Masons' International Association against the Plastering Contractors Section of the Winnipeg Builders Exchange. The Court made the decision on the ground that the stoppage of work was causing, in a practical sense, irreparable injury to the employers; the power of the Court to prevent such injury should not be impaired by the fact that compliance with the injunction would require employees to return to work.

The Court held that, as the work stoppage was brought about by the union and its officers without legal justification as the result of the union's control over its members, the same control by the union would cause those members to return to work.

In Alberta, the Supreme Court quashed a consent to prosecute given by the Minister of Labour pursuant to the Alberta Labour Act. The Court held that when the Minister acts entirely on his own in granting or refusing a consent, his decision is an administrative act and could not be challenged in courts. When, however, the Minister directed the Board of Industrial Relations to conduct an inquiry and make recommendations, his decision was subject to judicial review on *certiorari* and had to be quashed on the ground that, in conducting the inquiry, the Board did not observe the rules of natural justice.

In Ontario, the High Court ruled that an Ontario trucking company engaged also to some extent in interprovincial and international trucking business and holding for this purpose licences from the province of Quebec and from the U.S.A. came under the federal I.R.D.I. Act in its employer-employee relations. The Court reached this conclusion on the ground that the company's extraprovincial services have been provided consistently whenever the company's customers applied for such services, and the fact that many of the company's extraprovincial trips were not made at fixed times in accordance with a predetermined schedule did not compel the conclusion that the company's activity in that regard was not "continuous and regular".

Manitoba Court of Queen's Bench . . .

. . . upholds injunction restraining unlawful work stoppage as damage was irreparable

On August 5, 1964, Mr. Justice Bastin of the Manitoba Court of Queen's Bench ordered than an injunction restraining an unlawful work stoppage granted in an *ex parte* application by the Winnipeg Builders Exchange against the Operative Plasterers' and Cement Masons' International Association, Local 334, Winnipeg, be continued until the trial of the action. The Court made this decision on the ground that the work stoppage resulted in irreparable damage, and that the principle that performance of personal services will not be ordered by the court should not apply in the circumstances of the case at bar.

On July 21, 1964, negotiations for a new collective agreement were being conducted by a conciliation officer of the Manitoba Department of Labour, between the plastering contractors section of the Winnipeg Builders Exchange, representing plastering contractors, and the Operative Plasterers Local 334 on behalf of the plasterer employees. On that date all of the journeymen plasterers and foremen employed by five plastering companies ceased work.

On the same day the international vice-president of the union sent the employers a telegram worded as follows:

> Agreement for 1964-65 awaits your signature at 919 Notre Dame to-night plasterers can and will return to work when this agreement is signed office will be open until eleven o'clock.

The employers made an *ex parte* application to the Court for an injunction. It was granted by Mr. Justice Smith on July 23, 1964. This injunction read in part as follows:

> 1. It is ordered that the defendants and each of them, their officers, servants or agents be and they are hereby strictly enjoined and restrained

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

until a motion to continue this injunction may be heard and determined by the presiding Judge in Court on Thursday, the 30th day of July, 1964 . . . from ordering, authorizing, aiding, abetting or participating in a continuance by members of the Operative Plasterers and Cement Masons Association, Local Union No. 334 Winnipeg employed by members of the Plastering Contractors Section of the Winnipeg Builders Exchange of work stoppages that commenced July 21, 1964.

2. It is Further Ordered that the defendants and each of them be and they are hereby strictly enjoined to forthwith direct the members of the said union who participated in the said work stoppages on any project on which members of the said Section were engaged to return to their respective places of employment forthwith.

The employers then made application to continue until trial the injunction granted *ex parte* by Mr. Justice Smith.

For the employers, it was contended before Mr. Justice Bastin that, since collective bargaining was in progress on July 21, it was unlawful for the union to authorize or the union members to engage in a strike. The union did not contest allegations of facts but claimed that such facts did not justify the granting of an injunction and that such remedy was not appropriate in this case.

Evidence, which was not questioned by the union, was given supporting the inference that the union, its officers and certain employees, to induce the companies to accept the terms of employment demanded by the union, conspired to bring pressure to bear on the companies by means of a strike, which was illegal under the provision of the Manitoba Labour Relations Act. The facts presented by the employers indicated that the action of the union was wrong and the strike would cause serious injury to the employers if continued.

Mr. Justice Bastin found it necessary to decide whether the balance of convenience supported the interference by the court by injunction until the trial of the action, and whether the continuance of the injunction was consistent with certain legal principles applicable to the circumstances of the case, namely: (1) the principle that the injury must be irreparable to justify an injunction, and (2) the principle that performance of personal service will not be ordered by the Court.

With respect to the first principle, Mr. Justice Bastin believed that in many cases where injunctions had been granted in labour disputes, damages, if collected, would in theory have been adequate compensation but the Court, in those cases, considered from a practical point of view that the injury would be irreparable. He found that, in the case at bar, the work stoppage closed down the operations of the employers and had resulted in indefinite delay in the performance of their contracts and in serious disruption of their business relationships. He held that the injuries were, in a practical sense, irreparable. He applied the principle that if a defendant relies on the argument that the payment of damages would be an adequate compensation, the onus is on him to prove this. The union, in the case at bar, being the defendant, had made no attempt to discharge this onus.

With respect to the second principle, Mr. Justice Bastin found that the principle that performance of personal services will not be ordered by the court was not of universal application and that it rests on the consideration that the remedy of damages for breach of contract is more expedient than that of an injunction. In his view, the work stoppage in the case at bar was part of a concerted plan authorized and brought about by the union without legal justification. He did not consider that the power of the Court to prevent irreparable injury should be impaired by the fact that compliance with the injunction would require employees to return to their former employment.

Mr. Justice Bastin then considered the problem of whether an injunction against an illegal strike could be enforced. The difficulty would arise in getting the employees to return to work and courts are reluctant to make an ineffectual order. Proof of disobedience is not difficult in cases of unlawful picketing, intimidation and other wrongful acts of an overt nature and in such cases injunctions have provided a satisfactory remedy.

In the case at bar, the union and its officers were concerned with the negotiations of a new collective agreement and did not deny the allegations made by the employers in this action. Because of this, Mr. Justice Bastin concluded that the union and its officers were parties to the work stoppage, that their control of the union members had resulted in the members' leaving work and that the same control would cause the members to return to work.

For these reasons, he thought the union and its officers would not disobey the injunction and that he should not hesitate to continue the injunction merely because the employers might be confronted with difficulty in proving disobedience of it.

Mr. Justice Bastin ordered the injunction continued until trial but altered its terms so that it would relate more directly to the nature of the wrongful acts complained of.

In concluding his judgment Mr. Justice Bastin said:

The Labour Relations Act was passed to facilitate conciliation in labour disputes. By establishing an orderly method of negotiating disputes, which must be followed before a strike or lockout becomes legally permissible, the Act aims to reduce the occurrence of strikes and

lockouts. It is common knowledge that the costs of labour disputes to employers are usually passed along to the public in higher prices, but the sacrifices of striking tradesmen are borne directly by themselves and their families and are often large in relation to any benefit received, even in a successful strike, by an individual workman. For that reason The Labour Relations Act is of great importance to labour and it is in the interest of labour that this code of conciliatory procedure should be observed in good faith and in accordance with the intention of the Act. I would hope that the defendants will obey this injunction by ending the unlawful work stoppage.

Winnipeg Builders Exchange et al v. Operative Plasterers' and Cement Masons' International Association et al (1964), 49 W.W.R., Part 8, p. 500.

Alberta Supreme Court . . .

. . . quashes Minister's consent to prosecute company for a violation of the Labour Act

On July 28, 1964, Mr. Justice Milvain of the Alberta Supreme Court quashed a consent given by the Alberta Minister of Labour to prosecute General Supplies Co. Ltd. and its president for wrongful dismissal of an employee. The Court held that, although the Minister is entitled to act on his own in deciding whether to give consent to a prosecution for violation of certain provisions of the Alberta Labour Act and no court could inquire into his action if he did proceed on his own, yet when he directs the Board of Industrial Relations to conduct an inquiry to guide him in making his decision and the interested parties are invited to appear and make representations, the rules of natural justice must be observed in the conduct of the inquiry.

In January of 1964, Harry Otjes, employed as a mechanic by General Supplies Co. Ltd., Calgary, was dismissed from employment. In February his solicitor, who was also solicitor for the relevant trade union, applied to the Minister of Labour for permission to prosecute the company and its president, alleging a violation of the Alberta Labour Act in that it was believed the dismissal was a result of the employee's trade union activities. He relied on Section 80(1)(c) of the Act, which provides for a fine of not more than five hundred dollars on summary conviction for such wrongful dismissal.

The Minister, before granting his permission to prosecute, requested the Labour Relations Board to hold a meeting of all parties concerned in order to obtain all possible information and to make recommendation as to whether the consent to prosecute should be granted. The meeting was held in Calgary on March 4, 1964.

The employee's solicitor gave a summary of the background proceedings to the Board and produced statutory declarations from four different persons on behalf of his client. The contents of the declarations were made known to all parties present but the Board refused to allow counsel for the company to see the documents or to divulge the names of the persons who had made the declarations. As a result of this refusal, and since there was no possibility of cross-examining the deponents, the company's solicitor requested the Board to disregard such evidence.

The Chairman of the Board, in refusing disclosure, stated that the deponents were protected by Section 120(2) of the Alberta Labour Act, which reads:

S. 120(2). Where the complainant requests that his name and identity be withheld, the name and identity of the complainant shall not be disclosed to any person by the Board except where disclosure is necessary for the purposes of any prosecution under this Act or is considered by the Board to be in the public interest.

The Board recommended to the Minister that he consent to the prosecution of the company and its president for breach of Section 80(1)(c) of the Act.

The Minister gave his consent on April 13, 1964, as required by Section 125 of the Act. Thereupon the company made application by way of *certiorari* to quash the Minister's consent.

Dealing with the application, Mr. Justice Milvain held that none of the four deponents who made statutory declarations could be described as "complainants" within Section 120(2) of the Act. Moreover, he found that the material contained in the declarations was a strange combination of hearsay and personal opinion, which should have been tested by cross-examination.

Counsel for the employee and for the union opposed the application on the ground that the Minister has an absolute discretion under Section 125 of the Act and, in granting or refusing the consent, he performs an administrative act with no judicial or quasi-judicial attributes.

Mr. Justice Milvain agreed that the Minister's powers under the section were within the administrative field. If the Minister has acted on his own, no court could inquire into his action. In the case at bar, however, the Minister did not see fit to act alone and without a hearing. He could have required a hearing before himself personally. But instead, the Minister asked the Industrial Relations Board to conduct the inquiry.

The legal problem that confronted the court in this case was whether an authority with power to do an administrative act without fear of judicial intervention changes the situation by conducting an inquiry to which the interested parties are asked to appear and make representations. On this point, Mr. Justice Milvain agreed with and quoted

Donovan, J., in *Reg. v. Metropolitan Police Commissioner,* (1953) 1 WLR 1150, at p. 1157:

> That argument has some force, and if the commissioner had set up an inquiry, as Parker, J. has just said, charging it to hear evidence and report its finding to him so that he might decide whether to revoke the licence or not, then, in my view, such a committee would be acting judicially, and would have to observe the rules of natural justice.

Mr. Justice Milvain said the administration of justice would be exposed to suspicion and contempt if the courts allowed justice to be defiled through a feigned hearing where evidence was received from secret witnesses resulting in denial of the right to cross-examine. The giving of legal recognition to such a procedure would involve condonation of a failure to observe the rules of natural justice.

In Mr. Justice Milvain's view, once the Minister, in his personal capacity or through the medium of others, such as the Board, embarked upon an inquiry to which interested parties were invited to attend, then such inquiry should have been conducted upon decent lines that give recognition to the principles of natural justice. The only way in which the tenets of natural justice could be preserved would be to quash the consent of the Minister, founded as it was upon the improper action of the Board.

Mr. Justice Milvain ordered that the consent of the minister to prosecute be set aside and he further ordered that no magistrate should proceed with any prosecution launched as a result of the consent. *Re Labour Act; Re Otjes and General Supplies Limited,* (1964) 49 W.W.R., Part 8, p. 488.

Ontario High Court . . .

. . . rules federal I.R.D.I. Act covers firm that provides some interprovincial service

On August 14, 1964, Mr. Justice Haines of the Ontario High Court dismissed an application for prohibition in respect of a charge under the federal Industrial Relations and Disputes Investigation Act. He ruled that an Ontario company engaged in the business of trucking as a carrier of liquid oil and chemical products, and holding licenses from Ontario, Quebec and the United States, in all of which it carried on its operations, was subject to the I.R.D.I. Act in its relations with its employees, since it constituted an undertaking connecting Ontario with another province and extending beyond the limits of the province.

The Court held that it was immaterial that the company's extraprovincial business was casual and unscheduled when it was clear that it provided extraprovincial service consistently whenever its customers applied for it.

Liquid Cargo Lines Ltd. was charged with a violation of S. 4(3)(a) (unfair labour practices) of the federal Industrial Relations and Disputes Investigation Act. The Act, under Section 53, applies to employers and employees engaged in, among other things, "railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province."

The language of that section is derived from S. 92 of the B.N.A. Act, by which the provincial Legislature is given exclusive jurisdiction to make laws in relation to matters coming within various classes of subject. As appears from head 10 of S. 92, one of those classes of subjects is:

> 10. Local works and undertakings other than such as are of the following classes:
>
> (a) Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province.

Legislation in respect of this subject matter is by S. 91(29) of the B.N.A. Act exclusively within the jurisdiction of the federal Parliament.

The company, in applying for prohibition to prevent the hearing of a charge laid under the federal I.R.D.I. Act, took the position that its operations constitute a local undertaking and are outside the exception in S. 92 (10)(a) of the B.N.A. Act.

In dealing with the application, Mr. Justice Haines described the nature of the company's operations.

Liquid Cargo Lines Ltd. is a private company incorporated in Ontario, with its principal place of business at Clarkson. It is engaged in the business of trucking as a carrier of various liquid oil and chemical products, which it carries both within the province of Ontario and also between the province of Ontario and various points in the province of Quebec and the states of Ohio, New York and Michigan in the United States of America. The company owns and operates 55 tractor units and 56 trailer units and runs a terminal in the county of Peel in the province of Ontario. It employs 50 persons as drivers, garage staff, and office staff, all of whom reside in the province of Ontario.

In order to carry on these operations, the company holds licenses from the provinces of Ontario and Quebec and from the Government of the United States of America. Between January 1, 1963 and June 30, 1964, only 1.6 per cent of the company's loads were hauled to or from points outside of Ontario, representing only 10 per cent of the company's total mileage.

The issue before the Court was whether, on the facts stated, the company falls within the class of "Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province" within the meaning of S. 92 (10)(a) of the B.N.A. Act. It was conceded that, if the company does come within this section, its undertaking falls under federal jurisdiction by virtue of S. 91(29) of the B.N.A. Act, and that its labour relations are regulated by the federal labour relations statute. If, on the other hand, the undertaking of the company is not within the exception in S. 92(10)(a), it does not come under the jurisdiction of the Industrial Relations and Disputes Investigation Act, and the order of prohibition should be issued.

Mr. Justice Haines noted that the facts in the case at bar were very similar to the facts involved in the case of *Re Tank Truck Transport Ltd.* decided by Mr. Justice McLennan (L.G. 1961, p. 159), which was affirmed by the Ontario Court of Appeal (L.G. 1963, p. 611). In that case, it was held that the undertaking of a trucking company whose operations were conducted primarily within the province of Ontario, but 6 per cent of whose business consisted of the carriage of goods outside Ontario, fell within S. 92(10)(a) of the B.N.A. Act and was therefore under federal jurisdiction and the company could not be charged with an offence under the Ontario Labour Relations Act.

In the case at bar, counsel for the company relied primarily on a passage from the reasons for judgment of Mr. Justice McLennan in the *Tank Truck Transport* case, in which he said, in *obiter*:

> I agree with counsel for the respondent that not every undertaking capable of connecting Provinces or capable of extending beyond the limits of a Province does so in fact. The words "connecting" and "extending" in s. 92(10)(a) must be given some significance. For example, a trucking company or a taxicab company taking goods or passengers occasionally and at irregular intervals from one Province to another could hardly be said to be an undertaking falling within s. 92(10)(a). As appears from the *Winner* case [(1954) 4 D.L.R. 657, (1954) A.C. 541, 71 C.R.T.C. 225] and the *Underwater Gas Developers* case [21 D.L.R. (2d) 345, (1960) O.W.N. 53] "undertaking" involves activity and I think that to connect or extend, that activity must be continuous and regular, but if the facts show that a particular undertaking is continuous and regular, as the undertaking is in this case, then it does in fact connect or extend and falls within the exception in s. 92(10)(a) regardless of whether it is of greater or less in extent than that which is carried on within the Province.

In the case at bar, counsel for the company argued that the extraprovincial aspect of the company's undertaking was not "continuous and regular," but rather consisted of trips made at the request of its customers in Ontario to and from points outside of Ontario on a casual, unscheduled basis.

On the other hand, counsel for the respondent relied on the statement made by the company's general manager that the company undertook to be available for the transportation of liquid cargo from Quebec and American locations as and when its customers required it to do so.

In the opinion of Mr. Justice Haines, the gist of the evidence was that the company holds itself ready to make and does make trips to and from various points outside of the province of Ontario whenever its customers require that such trips be made. He agreed that much of the company's extraprovincial business has been on a "casual and unscheduled basis." On this ground, the company claimed that this business was not "continuous and regular" within the meaning of that dictum of Mr. Justice McLennan, quoted above, and that the company's undertaking therefore does not fall within S. 92(10)(a) of the B.N.A. Act; and that, since the company's labour relations are therefore governed by the provincial statute, the company cannot be made to answer a charge laid under the federal Industrial Relations and Disputes Investigation Act.

In the opinion of Mr. Justice Haines, the fact that many of the company's extraprovincial trips are not made at fixed times in accordance with a predetermined schedule does not compel the conclusion that its activity in that regard is not continuous and regular. Viewed from the company's point of view, it is clear that its customers are provided with extraprovincial service consistently and without interruption whenever they apply to the company for such service. The company stands ready at any time to engage in hauls outside the boundaries of the province of Ontario at the instance of any of its customers, and for that purpose has gone to the pains and expense of acquiring transport permits and licences from a number of jurisdictions. Further, Mr. Justice Haines added, the evidence was clear that the company has made such trips frequently during the period for which figures have been provided.

The company placed some reliance on the fact that it has no terminals outside of the province of Ontario, whereas the company in the *Tank Transport* case did have a terminal in the province of Quebec. Mr. Justice Haines noted that Mr. Justice McLennan in that case felt that evidence with respect to terminals outside Ontario was not significant. Mr. Justice Haines was of the same opinion

on the facts of the case at bar, particularly since considering the nature of the products hauled by the company, it appeared to have little need of terminals other than at its base of operations in Clarkson. Further, Mr. Justice Haines held that the company's operations as a whole constitute an undertaking connecting Ontario with any other or others of the provinces, or extending beyond the limits of the province of Ontario; the mere absence of a terminal outside Ontario does not render it a local undertaking.

Mr. Justice Haines ruled that the case at bar fell squarely within the principles enunciated by Mr. Justice McLennan in the *Tank Transport* case, as affirmed by the Court of Appeal. Therefore, the relations between the company and its employees are governed by the appropriate federal labour relations statute. The application for an order of prohibition was dismissed. *Regina v. Cooksville Magistrate's Court, Ex parte Liquid Cargo Lines Ltd.*, (1965) 46 D.L.R. (2nd), Part 10, p. 700.

Recent Regulations under Provincial Legislation

Newfoundland designates millwright, heavy duty repair, and electrical construction trades as apprenticeable trades; and issues apprenticeship rules for them and for sheet metal trade

In Newfoundland, the millwright, heavy duty repair, and electrical construction trades were designated as apprenticeable trades; and apprenticeship regulations for the millwright, sheet metal, electrical construction, and heavy duty repair trades were issued.

British Columbia Male Minimum Wage Act
British Columbia Hours of Work Act

In British Columbia, prospectors were exempted from the Hours of Work Act and from the Male Minimum Wage Act by B.C. Reg. 29/65 and B.C. Reg. 35/65, gazetted on March 4.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has designated three new trades and has issued apprenticeship regulations for the millwright, sheet metal, electrical construction, and heavy duty repair trades. It has also approved a training plan for apprentices in the Bowater Power Company. The new regulations were published on February 23, March 9 and March 23.

Designated Trades

The millwright and heavy duty repair trades were designated as apprenticeable trades in the list published on February 23. In another list gazetted on March 23, the electrical construction trade was designated, replacing the trade of general electrician, which was designated in December 1962.

Trade Rules

The apprenticeship regulations for the millwright, sheet metal, electrical construction, and heavy duty repair trades set a minimum age of 16 years for apprentices.

The minimum educational standard is Grade X or its equivalent in the millwright, electrical construction, and heavy duty repair trades. In the millwright and heavy duty repair trades, however, persons with lower educational qualifications may be accepted if they were employed in these trades when the regulations were approved. In the sheet metal trade, the minimum educational standard is Grade IX or its equivalent, but preference will be given to applicants who have spent at least six months studying the sheet metal trade in a vocational training school.

In the four trades, the term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction.

Apprentices in all four trades must attend classes in technical and related instruction. An apprentice millwright must spend eight weeks in class the first year and six weeks in each succeeding year of his term of apprenticeship. An apprentice in the sheet metal trade must attend classes for eight weeks during the first year, six weeks the second, and five weeks the third and fourth years. In the heavy duty repair trade, the requirement is eight weeks in the first year of apprenticeship, six weeks in the second and third years, and five weeks in the final year. An apprentice in the electrical construction trade must attend classes for six weeks during the first and second years, for seven weeks in the third, and five weeks in the fourth year. In all cases, an apprentice who has been indentured after a pre-employment course will not be required to attend full-time classes during the first year of the apprenticeship term.

Apprentices must be paid a progressively increased schedule of wages, which may not be less than the prescribed percentage of the prevailing journeymans' rate in the place of employment. Unless an apprentice fails to make satisfactory progress, his wages rate must be increased in every period (defined as six months or 1,000 hours actually employed in the trade, whichever is greater). In no case, however, may an apprentice receive less than the rate set in the 1963 minimum wage order, or in any succeeding order.

In the millwright trade, an apprentice must be paid at least 40 per cent of the prevailing journeyman's wage during the first period, 45 per cent in the second, 50 per cent in the third and 55 per cent in the fourth period. During the fifth period, the rate is 60 per cent, increasing by 10 per cent on the successful completion of each period to 90 per cent during the eighth period.

In the sheet metal trade, an apprentice must receive not less than 33⅓ per cent of the journeyman's wage during the first four months, and not less than 35 per cent during the last two months of the first period. The rate must be increased to 40 per cent in the second period, to 45 per cent in the third, and to 55 per cent in the fourth period. In the four remaining periods the percentages are 60, 65, 75 and 85, respectively.

An apprentice in the electrical construction trade must be paid at least 30 per cent of the prevailing journeyman's wage during the first two periods of his apprenticeship, 40 per cent during the third and fourth periods, 55 per cent during the fifth and sixth periods and 70 per cent during the last two periods.

In the heavy duty repair trade, the rate is 55 per cent during the first period, 60 per cent during the second, and 64 per cent during the third period. The minimum is 70 per cent of the journeyman's rate during the fourth period, increasing by 5 per cent during each remaining period to 90 per cent in the eighth period.

The ratio of apprentices to journeymen is one to one in the millwright, electrical construction, and heavy duty repair trades, and one to four in the sheet metal trade. The regulations for the sheet metal and electrical construction trades further provide that every approved shop may employ one apprentice.

The general rule with respect to hours is that apprentices are to work the same hours as journeymen, provided their hours do not exceed the prescribed limits, except for normal overtime or in emergencies as provided for in a collective agreement. An apprentice in the sheet metal trade may not be required to work more than nine hours a day or five days a week. In the heavy duty repair trade, an apprentice may not work more than 10 hours a day or six days a week. In the millwright and electrical construction trades, the standard is an eight-hour day and a five-day week.

Training Plan for Bowater Power Company

The training plan for the Bowater Power Company covers apprentices in the following trades that are involved in the maintenance of the company's power system and equipment: machinist, electrician, linesman, and operator. The details of the plan were published on March 9.

Nova Scotia Apprenticeship and Tradesmen's Qualifications Act

The electrical construction trade was brought under the Nova Scotia Apprenticeship and Tradesmen's Qualifications Act effective March 1, 1965, by a declaration of the Minister of Labour published on February 3.

Nova Scotia Minimum Wage Act

The section of the Nova Scotia general minimum wage order (L.G., April, p. 348) exempting until further notice employees represented by a certified union or covered by a collective agreement, or employees on whose behalf negotiations were being carried on, was amended by an order gazetted on March 3.

The section now states that employees covered by a collective agreement in effect on February 20, when the general order went into force, are exempt from the order until December 31, 1965.

It further provides that, except for the minimum wage provisions, the general minimum order will not apply until December 31, 1965 to employees on whose behalf negotiations are carried on during 1965 with a view to the renewal or revision of an agreement, or to employees covered by an agreement resulting from such negotiations.

Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961

An order under the Saskatchewan Employee Pension Plans Registration and Disclosure Act (Sask. Reg. 33/65, gazetted March 12) exempted all classes of employee pension plans from Sections 4 and 5 of the Act for the period January 1, 1965 to January 1, 1967. This means that, during this two-year period, trustees of an employee pension plan will not be obliged to furnish the parties concerned with a description of the plan, or to submit an annual report.

(Continued on page 454)

Monthly Report of Placement Operations of the National Employment Service

Total of placements in March was largest for that month since 1945, was 20.7 per cent higher than March 1964 total, and was 31 per cent above average of the five previous March totals

During March, local offices of the National Employment Service reported 90,200 placements. This is the highest total for the month of March since 1945, and is 31.0 per cent above the average for the month during the previous five years.

Regional distribution of the month's placements, with percentage change from March 1964, was as follows:

Atlantic	6,400	+33.4
Quebec	25,200	+ 7.9
Ontario	33,300	+24.4
Prairie	14,800	+18.4
Pacific	10,500	+43.2
Canada	90,200	+20.7

Regular placements (those where the employment is expected to last more than six working days and which do not involve the movement of workers from one area to another) totalled 65,500, or 72.7 per cent of all placements. This was an increase of 18.4 per cent over the number of such placements in March 1964; additional placements were effected in most industrial groups this year.

Cumulative placement totals for the first three months of 1965 amounted to 239,600, an increase of 11.5 per cent over the total for the first quarter of 1964. Regional distribution of the cumulative totals, with percentage change from 1964, was:

Atlantic	16,400	+ 7.3
Quebec	72,500	+ 5.2
Ontario	84,100	+12.7
Prairie	40,000	+11.3
Pacific	26,600	+32.2
Canada	239,600	+11.5

Male placements during March totalled 62,500, an increase of 24.6 per cent over the number during the same month last year. All five regions reported increases, and in four the rises were substantial. In Quebec, however, placements in projects under the Municipal Winter Works Incentive Program were below the very high levels established last year and this tended to offset the gains recorded in other industrial groups. Nevertheless, male placements in Quebec exceeded the number in the comparable month last year by more than 6 per cent.

The cumulative total of male placements for the first three months of 1965 totalled 165,700, an increase of 15.4 per cent over the total for the same period in 1964.

Female placements for March, at 27,700, recorded an increase of 12.6 per cent over the total for March 1964. All regions contributed to the increase.

The cumulative total of women's placements during the first quarter of 1965 amounted to 73,900, an increase of 3.6 per cent over the total for the same period in 1964.

The distribution of male and female placements in March was:

	Male		Female	
Atlantic	4,700	+45.7	1,700	+ 8.8
Quebec	17,700	+ 6.4	7,500	+11.6
Ontario	23,200	+31.5	10,100	+10.7
Prairie	9,700	+22.9	5,100	+10.5
Pacific	7,300	+51.2	3,300	+28.3
Canada	62,500*	+24.6	27,700	+12.6

Some 3,200 placements in March involved the movement of workers from one area to another. This was 450 more than in March 1964 but as a proportion of all placements was slightly below last year's figure. The increase was entirely due to a greater number of transfers among male workers, especially in the Atlantic, Prairie and Pacific Regions. Transfers out, by region, were as follows:

Atlantic	300
Quebec	1,000
Ontario	1,200
Prairie	400
Pacific	400
Canada	3,200*

Employers notified NES local offices of 123,600 vacancies during March 1965, an increase of 21.9 per cent over the number in March 1964, and 38.0 per cent above the average for the month during the previous five years. All regions reported an increase over the March 1964 number.

Vacancies for men amounted to 81,600, an increase of 22.6 per cent, and those for women totalled 42,000, up by 20.5 per cent from the previous March.

The cumulative total of vacancies notified during January-March inclusive was 318,600, which was 11.6 per cent above the number for the corresponding three months of 1964.

* Imbalance is due to rounding.

Monthly Report on Operation of the Unemployment Insurance Act

Total of unemployment insurance benefit claimants at end of February down 8 per cent from year-earlier total but up about 2 per cent over month. Rise in month all seasonal claimants

Claimants for unemployment insurance benefit on February 26 numbered 559,200, about 48,000, or nearly 8 per cent, fewer than the total of 607,100 on February 28, 1964, but about 11,000, about 2 per cent, more than the total at the end of January.

Males accounted for 95 per cent of the decline from the year-earlier figure. The increase from the month-earlier total occurred entirely among claimants for seasonal benefit, and included both males and females.

There were 45,000 fewer male, and 3,000 fewer female claimants on February 26 than there had been at the end of February 1964. Male seasonal benefit claimants, who were fewer by 15,000, accounted for a third of the decline in the number of male claimants.

There were 7 per cent fewer regular benefit, and 10 per cent fewer seasonal benefit claimants than there had been a year earlier.

It is estimated that nearly 100,000 ceased to be claimants during the month, presumably because they had returned to work. This estimate does not include persons who were found, on adjudication, to be ineligible for either regular or seasonal benefit.

Initial and Renewal Claims

There were 160,000 initial and renewal claims in February. This was 30 per cent fewer than the January total of 230,000 and 12,000 fewer than that in February 1964. Of the February claims, 80 per cent represented separations from employment during the month, in comparison with 85 per cent in January.

A decline in the relative importance of new cases is usual at this season of the year, because an increasing proportion of initial claims refer to persons who have exhausted regular benefit and are requesting an extension of credits under the seasonal benefit provisions.

Beneficiaries and Benefit Payments

The average number of beneficiaries was estimated at 454,800 for February, an increase of nearly 15 per cent compared with the estimate of 398,100 for January, but a decrease of 9.7 per cent from the total of 503,500 at the end of February 1964.

Benefit payments amounted to $45,300,000 in February, $39,900,000 in January and $50,100,000 in February 1964.

The average weekly payment was $24.92 in February, $25.02 in January and $24.89 in February 1964.

Insurance Registrations

On February 28, insurance books or contribution cards had been issued to 5,093,930 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 341,043, a decrease of 320 since January 31.

Enforcement Statistics

During February, 9,378 investigations were conducted by enforcement officers across Canada. Of these, 6,679 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 463 were miscellaneous investigations. The remaining 2,236 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 206 cases, 70 against employers and 136 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 795.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled $30,089,356.44, compared with $34,286,327.01 in January, and $28,923,696.56 in February 1964.

Benefits paid in February totalled $45,332,816.35, compared with $39,845,991.38 in January, and $50,127,421.02 in February 1964.

The balance in the Fund on February 28 was $60,551,186.36, on January 31 it was $75,796,646.27, and on February 29, 1964, it was $21,691,479.99.

* These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2448, December 4, 1964

Summary of the Main Facts:

The claimant, whose case has been selected to serve as a test case in respect of others, filed an initial application (postal) for benefit, dated April 27, 1964. He had worked for the Canadian Pacific Railway Company, Digby Wharf, Digby, N.S., as a trucker checker at a rate of pay of $1.86 an hour ($89.28 a week).

On April 25, 1964, he became separated from this employment because "The S.S. Princess of Acadia is going in drydock for her annual overhauling and there is no work for myself for this period."

The employer informed the local office that the claimant had received vacation pay in the amount of $148.56, and made the following comments:

1. While it was not compulsory, in a sense, for these men to take their vacation pay while the ship was in drydock, the majority of them felt that they were compelled to, due to the fact that they make around $2600-$3000 a year, have obligations to meet, that they otherwise could not without hardship, and, therefore, felt obliged to take their vacation at this time.

2. This period (26th Apr.-11th May) was not actually considered by the Company as a "lay-off for vacation purposes", while overhauling was carried out, but it was a lay-off without any remuneration from the Company.

3. There is no actual agreement between the Company and employees as to when they are to take their vacation, but it has a bearing on business conditions—when traffic is heavy in some months such as July, August and September, they are restricted and obliged to wait until conditions become more slack.

The employer also informed the local office that "where employees elected to take annual vacation, this would be counted for service time" and that "recipients of annual vacation monies were deducted, unemployment insurance, pension, income tax, bonds."

The insurance officer notified the claimant, by letter dated June 9, 1964, that he was disqualified and that benefit was suspended from April 26, 1964, to May 2, 1964, on the ground that he had not proved he was unemployed, as required by section 57(1) of the Act and Regulation 155, it being pointed out that he had received his usual remuneration for a full working week and that his contract of service continued during that week.

In the same letter, the insurance officer informed the claimant that for the week commencing May 3, 1964, his earnings were determined as $60.28 (vacation pay)—Regulations 172 and 173.

On behalf of the claimant, the Assistant General Chairman of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station employees, W. K. Trafton, appealed to a board of referees in a letter, dated July 2, 1964, which reads in part:

. . . The S.S. Princess of Acadia of the Bay of Fundy Service, Canadian Pacific Railway Company, was in drydock from April 27th to May 10th, 1964, and the Company employees at Digby, N.S., and Saint John, N.B., working in connection with this service were notified that all positions (with certain exceptions) were abolished or suspended from April 26th to May 10th, both dates included. Prior to this year and when the Canadian Pacific Railway Company took their ship out of the service for overhaul purposes, the employees whose positions were abolished or suspended have applied for unemployment insurance benefits during such period and they have been paid without exception. A number of these employees in the past have taken part or all of their annual vacation allowance during the period the ship was out of the service, and this practice has not interfered with their claim for U.I.C. benefits . . . .

Generally speaking, when the employee elects to take his vacation allowance, his position is not suspended or abolished but is filled by a relief employee, and the service insofar as the position is concerned is continuous, but in the instant case the employee was laid off and his position temporarily abolished, therefore, he was unemployed and available for work. Furthermore, under the provisions of our agreement with the company, and when an employee is laid off, he must file his name and address with the company if he desires to return to the service, otherwise the company is not under any obligation to recall the employee . . .

The claimant wrote to the local office on July 18, 1964, and stated that he had requested Mr. Trafton to appeal the decision of the insurance officer.

The unanimous decision of the board of referees which heard the case on August 18 reads, in part:

. . . After careful examination of the facts and upon hearing Mr. Trafton, the board members . . . decided that consideration should be given to these men. However, from CUB reports it appears that the vacation pay is considered earnings and that the termination is only of a temporary nature and is not final even though the men are obliged to re-apply for their positions. Therefore, the board finds (1) that the claimant was not unemployed for the period of April 26 to May 2nd, (2) it is therefore considered that the vacation pay, namely $60.28 is to be considered as earnings . . . .

The decision of the insurance officer is upheld in accordance with section 57(1) of the U.I. Act and Regulation 155(5) and section 56 and Regulation 172.

Note: It is the recommendation of the board that when there is a change in the interpretation of the Act dealing with vacation pay, a directive be issued to the authorities concerned so that conflicts of this nature may be avoided.

It is also the recommendation of the board that the employees concerned not be penalized for this year.

The aforementioned Brotherhood, of which the claimant is a member, appealed to the Umpire.

In a statement of observations dated October 1, 1964, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. When the claimant made his request to have his annual vacation with pay, his request was granted by his employer. It is clear that the claimant elected to be placed on vacation with pay for the period from 26 April 1964 to some time during the week commencing 3 May 1964. Therefore his situation changed at the time of his vacation in that his layoff was interrupted and his contract of service was continuing during the period involved, as evidenced by the fact that this period of leave continued his service time and the normal deductions for pension, etc., were made in respect of the period he was placed on holidays. It is implicit in the very nature of leave of any kind that the contract of service continues during the period covered by such leave (CUBs 1652, 1655 and 1675).

2. By virtue of Regulation 155(5), a claimant who receives his usual remuneration for a full week of work during a period in which his contract of service continues is considered to have worked the full working week for the purposes of section 57 of the Act even if he is excused from carrying on his duties during that week. It follows that he is not unemployed as required by section 54(1) of the Act (CUBs 1910 and 1955).

3. Regarding the balance of vacation pay received for part of the week commencing 3 May 1964, it is submitted that this is earnings under Regulation 172. In effect, the claimant's separation from employment occurred again only when his vacation period was terminated, during the week commencing 3 May 1964, so that the vacation pay he received for the period of his leave contained in that week was in respect of a period of employment and was consequently not connected with his separation from employment. The vacation pay received for the week commencing 3 May 1964 is earnings as defined in Regulation 172(1) and does not come under the exception in Regulation 172(2)(g). To fulfil the requirement of the exception in Regulation 172(2)(g) the holiday pay must be payable to a claimant in connection with a separation from employment (CUB 2134) as indicated by the words "at the time of, or after his separation from employment, or prior thereto in contemplation of the separation." In the present case, it cannot be said that the vacation pay was paid to the claimant in connection with the separation since it was payable in respect of a period of continuing employment.

4. In several cases involving railway workers taking a full week of paid holidays followed by a part week of holidays, the claimant was held as not unemployed in the full week of holidays and the holiday pay for the part week which followed was considered earnings (CUBs 2197 and 2340).

5. It is to be noted, with respect to the board of referees' recommendation that the employees involved be not penalized by the decision, that the ratification or write-off of benefit wrongly paid is a question that comes within the exclusive jurisdiction of the Commission under Regulations 174 and 175 (CUBs 2014A and 2132).

6. It is submitted that the board of referees correctly concluded that the claimant's contract of service was continued during his vacation period and that he was not unemployed within the meaning of Regulation 155(5) for week commencing 26 April 1964, and that the vacation pay received for week commencing 3 May 1964, is earnings within the meaning of Regulation 172. This decision also applies to all the other claimants represented by this appeal.

Mr. Trafton of the Brotherhood also submitted a statement of observations, dated October 7, 1964, for consideration by the Umpire, wherein he commented on paragraph two of the statement of observations of the Chief of the Adjudication Division of the Commission. He said:

. . . I would refer to paragraph two (2) of the report where reference is made to certain sections of the Act and Regulations. I note that the term "excused" is used in reference to the employee not working. This is not a case where the employee is "excused" from working, as there was no work available at the time, and in support of my statement I am enclosing copies of bulletins issued by the Canadian Pacific Railway Company at both Digby, N.S., and Saint John, N.B., notifying the employees that their positions were abolished or suspended for an indefinite period. These employees were actually laid off due to a shortage of work and were available for employment with another employer. In fact, the employee concerned was furnished with Form 443-H by the Railway and in lieu of the surrender of the insurance book. I understand that the Canadian Pacific Railway Company are recognized as "bulk payers" and remit to the Commission through bulk payments periodically to cover their employees. The result is that the insurance book is not readily available to the employee in the event of a layoff; therefore, the form referred to is issued, which would make it possible for the employee to seek employment elsewhere. I would again point out that annual vacations represent an allowance based on past service and the employee is not laid off for this purpose, but is replaced by another employee due to the fact that the work is there and has to be performed. . . .

Another point Mr. Trafton emphasized "is the fact that, under similar circumstances in the years 1959 and 1962, when the question of the employees at Digby and Saint John being eligible for U.I.C. benefits when in receipt of vacation allowance was raised, the Commission in both instances ruled that the claims were in order." He stated also that "If the appellant . . . had been aware that his claim would be denied, or that the previous ruling had been reversed, he would not have accepted part of his vacation allowance at the time."

Considerations and Conclusions: The only questions at issue in the present case are (a) whether the claimant has proved that he was unemployed during the week commencing April 26, 1964, and (b) whether, for the week commencing May 3, 1964, his earnings

were rightly determined as $60.28. The question of this or other claimants' entitlement to benefit under similar circumstances in previous occasions is not before me for decision.

The grounds on which the insurance officer based his decision are well exposed in the statement of observations dated October 1, 1964, cited above, and the said observations clearly show that the conclusions arrived at by the board of referees are in accordance with the law and the established jurisprudence.

In view of the foregoing, I consider that the board's unanimous decision should be upheld.

I consequently decide to dismiss the Brotherhood's appeal.

Decision CUB 2451, December 4, 1964

Summary of the Main Facts: This is an appeal to the Umpire by the insurance officer from the unanimous decision of a board of referees, in which the board held that the claimant had shown good cause for delay in making his claim for benefit.

The claimant filed an initial claim on June 26, 1964, and a benefit period was established effective June 21, 1964. He was last employed as a packer and loader on January 22, 1964 (for one day only). He left voluntarily due to a previous injury sustained at work in May 1963.

When filing his initial claim, the claimant asked to have his claim antedated to June 7, 1964. He gave as his reason that he was not advised by the Workmen's Compensation Board until June 26 that his claim for total temporary disability payments had been discontinued as of June 4. He further stated that he had previously been told by the doctor that he would receive full compensation until June 15, 1964.

The insurance officer did not approve the claimant's application to have his claim antedated to June 7, as he had not established good cause for delay in making his claim (section 46(3) of the Act and Regulation 150). The board of referees decided that the claimant was entitled to have his claim antedated to June 7 on the grounds that there was no reason for the claimant to present himself at the Commission's local office to file a claim for benefit before June 26 as he believed himself to be still in receipt of full workmen's compensation payments prior to that date.

The insurance officer submitted that the board of referees erred in allowing the claimant's appeal. Regulation 150 requires that a claimant prove that he has fulfilled in all respects the conditions of entitlement to benefit for the period for which antedate is requested and that throughout the whole period between such date and the date he actually made his claim he had good cause for delay in making such claim.

He submitted that the claimant was not available for work during the period for which antedate was requested. At no time during this period did the claimant register for employment at the local office. Moreover, there is no evidence to indicate that during such period he made any effort to secure work anywhere. The insurance officer submitted that he had failed to prove that he had fulfilled in all respects the conditions of entitlement to benefit, as required by Regulation 150(1)(a), for the period for which the antedate is requested (CUB 1881 and CUB 1886).

Although the Umpire in decision CUB 626 granted an antedate for a short delay of three weeks on the basis that the claimant had good cause for such delay while awaiting a decision from the Workmen's Compensation Board, this decision did not deal with the question of whether the claimant had proved availability in respect of his period of delay. In a later decision, CUB 1886, which is closely parallel to CUB 626, the Umpire disallowed the claimant's appeal, the insurance officer stated in his appeal.

The appeal was heard in Ottawa, Ont., on November 9, 1964. The Claimant was represented by an official of the Canadian Labour Congress, and the Commission by one of its solicitors.

Considerations and Conclusions: The board of referees were unanimous in finding that the claimant fulfilled in all respects the conditions of entitlement to benefit for the period June 7 to June 21, 1964, but there was no evidence before the court to support that finding. In fact, the record shows that the claimant was not in the labour market, i.e., available for work, during that period.

The assumption that the claimant might have filed a claim and registered for employment at the local office on an earlier date if the Workmen's Compensation Board had been more diligent cannot alter the fact that he did not do so. In my view, the allowance of the claimant's request in the present case would sanction a very questionable principle, i.e., that the Unemployment Insurance Fund can be used to make good for third parties' shortcomings or oversights.

In view of the foregoing, I decide to allow the insurance officer's appeal.

Wage Schedules Prepared and Contracts Awarded in March

Works of Construction, Remodelling, Repair or Demolition

During March, the Department of Labour prepared 257 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 129 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 131 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and The St. Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Post Office	9	$193,004.75
Public Works	1	6,228.56
Royal Canadian Mounted Police	2	58,079.75
Transport	4	58,762.42

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the executin of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in March

During March, the sum of $1,718.25 was collected from seven contractors for wage arrears due to their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 43 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in March

DEPARTMENT OF AGRICULTURE

Brandon Man: Central Construction Co Ltd, conversion of dormitory rooms to laboratory & office, Experimental Farm. *Swift Current Sask:* Sprinkler Irrigation & Equipment Co Ltd, installation of water booster pump for the new laboratory.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Stephens Adamson Mfg Co of Canada Ltd, supply & installation of coal crusher, bldg 420.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Area Que: Vallieres & Cusson Enrg, interior painting of apts, Benny Farm; Vallieres & Cusson Enrg, interior painting of apts, Villeray Terrace; Vallieres & Cusson Enrg, interior painting of apts, St Georges Gardens; J R Langovisth, interior painting of apts, Park Royal; J R Langovisth, interior painting of apts, Jardin Bellerive; Eloi Gagnon, replacement of balcony deckings, Cloverdale Park. *Ville St Laurent Que:* Deschenes & Perreault, major renovations, Place Benoit. *Ottawa Ont:* Universal Painters Ltd, interior painting of units, Strathcona Heights.

In addition, this Corporation awarded 17 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Prince Edward Island Indian Agency P E I: R T Morrison Co, electrification of homes, Lennox Island Band. *Eskasoni Indian Agency N S:* J W Lindsay Construction Co Ltd, relocation of two steel bldgs, from St Joseph to Eskasoni Reserve. *St John River & Miramichi Indian Agencies N B:* Atlantic Building Contractors Ltd, relocation of two steel bldgs, from Bullmoose Hill radar site to St Basile & Eel River Reserves. *The Pas Indian Agency Man:* F W Sawatzky Ltd, moving & relocation of teacherage from The Pas Reserve to The Pas; A K Penner & Sons Ltd, construction of school & staff residence, Easterville.

Fort Vermilion Indian Agency Alta: Mercier & Germaine Co Ltd, installation of plumbing heating & electrical systems in teacherage, Assumption Residential School. *Stony Sarcee Indian Agency Alta:* Farm Electric Services Ltd, construction of 5 miles of power line, Sunchild & O'Chiese Reserves.

DEFENCE CONSTRUCTION (1951) LIMITED

Blandford N S: Arno Electric Ltd, supply & erection of main sub-station, RCNRS. *Halifax N S:* L G & M H Smith Ltd, repairs to slipway 4, HMC Dockyard. *Longue Pointe Que:* Lagendyk & Co Ltd, interior painting of bldg 3. *Moisie Que:* Victor Gauthier, repairing floors of married quarters, RCAF Station. *Oshawa Ont:* Van Hoof Construction, repairs to armoury. *Shirley Bay Ont:* Zuccarini General Contractors Ltd, construction of laboratory bldg 46, DRB. *Uplands Ont:* Coady Construction Ltd, construction of TACAN facilities, RCAF Station.

Chilliwack B C: Barr & Anderson Ltd, supply & installation of sprinkler system, camp. *Comox B C:* Columbia Bitulithic Ltd, construction of extension to concrete runup pad, RCAF Station. *Esquimalt B C:* Wakeman & Trimble Contractors Ltd, repairs to floor, bldg 213, HMC Dockyard. *Vernon B C:* Le Duc Paving Ltd, replacement of sewer line, camp.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Maritime Asphalt Products Ltd, application of epoxy laminate & paint to wall area, barrack block 53, RCAF Station; Schurman Construction Ltd, supply & installation of steel combination windows, barrack block 53, RCAF Station. *Cornwallis N S:* Landers Ltd, repairs to floors & supply & installation of tiles, bldg 6, HMCS *Cornwallis;* Landers Ltd, replacement of electrical service in married quarters, HMCS *Cornwallis;* D J Lowe Ltd, interior painting of drill hall section, bldg 4, HMCS *Cornwallis;* Robert Stevens, repairing floors & supply & installation of tiles, bldgs 10 & 13-1, HMCS *Cornwallis;* Robert Stevens, repairing floors & supply & installation of tiles, bldg 38, HMCS *Cornwallis.*

Dartmouth N S: Twin City Steeplejack & Bldg Maintenance Co, interior painting of Shannon Park married quarters. *Halifax N S:* James F Lahey Ltd, interior painting of bldg D-34, HMC Dockyard; Maritime Asphalt Products Ltd, renewal of floor covering, bldg S-21, HMCS *Stadacona;* Martin & Moore Ltd, interior painting of bldgs D-56 & D-59, HMC Dockyard; Nova Tile & Terrazzo Co Ltd, installation of ceramic tile dado, bldg S-12, HMCS *Stadacona. Shearwater N S:* Maritime Asphalt Products Ltd, renewal of floor coverings, bldg 100, RCN Air Station. *McGivney N B:* Byron MacDonald, interior painting of married quarters.

Clinton Ont: Roy's Decorating Centre, interior painting of married quarters, RCAF Station. *Kingston Ont:* Amherst Painting & Decorating, painting of married quarters. *Trenton Ont:* K J Beamish Construction Co Ltd, cleaning & repair of asphalt runways, RCAF Station; Honeywell Controls Ltd, replacement of heating system in bldg 24, RCAF Station. *Edmonton Alta:* Dominion Gunite Ltd, repairing stoops, steps & sidewalks of married quarters, Griesbach Barracks; Jenkin's Painting & Decorating, exterior painting of bldgs H7, H14 & H16, Griesbach Barracks. *Penhold Alta:* Harsim Construction Ltd, supply, erection & painting of wooden safety fences around antennae sites, REGHO. *Ralston Alta:* Independent Cleaning Services, interior cleaning, Suffield Experimental Station; Quality Heating & Cooling, installation of eavestroughs on houses. *Esquimalt B C:* Wyder Electric Co Ltd, electrical work on bldg 199, HMC Dockyard.

In addition, this Department awarded 50 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Quebec Que: Lagendyk & Co Ltd, repairs & painting of exterior concrete walls, grain elevator.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Banff Alta: Pioneer Gunite & Grout Ltd, guniting fresh water pool, cave & basin bathhouse, Banff National Park.

POST OFFICE DEPARTMENT

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

London Ont: Keystone Contractors Ltd, construction of Clarke sideroad & Frampton drain storm & sanitary sewers.

DEPARTMENT OF PUBLIC WORKS

Goose Bay (Labr) Nfld: C A Pitts General Contractor Ltd, construction of fisheries residence. *Branch Nfld:* Babb Construction Ltd, harbour improvements. *Dunville Nfld:* Glen Construction Co Ltd, construction of post office bldg. *Harbour Breton Nfld:* Fortress Engineering Ltd, construction of fisheries residence. *Little Bay (Marystown) Nfld:* L G & M H Smith Ltd, construction of community stage & wharf. *Little Bay (N D Bay) Nfld:* T J Hewlett & Son Ltd, construction of post office bldg. *St John's Nfld:* Benson Builders Ltd, supply & erection of exterior fire escape, Marshall bldg.

Baddeck N S: L G & M H Smith Ltd, wharf repairs. *Halifax N S:* Fundy Construction Co Ltd, alterations to office, Fisheries Technological Research Laboratory. *Inverness N S:* Canso Excavators Ltd, harbour improvements. *Louisdale N S:* B E M Contractors Ltd, construction of post office bldg. *Yarmouth N S:* Leonard W Shaw, construction of floating dock & gangway. *Grand Manan (Black's Harbour & North Head) N B:* Diamond Construction (1961) Ltd, construction of ferry facilities. *Saint John N B:* E Mooney Construction Ltd, alterations & additions to post office bldg, Prince William St.

Baie Comeau Que: Landry Construction Inc, repairs to wharf; Julien & Jacob, alterations to vestibule & platform, post office bldg. *Blackpool Que:* Weiss Electrical Contracting Co, installation of exterior lighting, customs bldg & bus examining warehouse, Route 9. *Cap des Rosiers Que:* Damase Gauthier, construction of post office bldg. *Chateauguay Que:* M P Murphy Ltd, construction of post office bldg. *Hull Que:* B J Normand Ltd, column repairs, plastering & painting, National Printing Bureau.

Montreal Que: McGill Window Cleaning Co, cleaning windows of federal bldgs; E C Ferree Ltd, installation of air conditioning system (phase 1C), International Civil Aviation Bldg, 1080 University St. *St Eustache Que:* G Major Construction Ltee, addition & alterations to federal bldg. *St Vincent de Paul Que:* E R Chagnon Ltee, installation of electric distribution & communications (phase 6), penitentiary; Vermont Construction Inc, construction of detention unit.

Elmvale Ont: Les Bertram & Sons Ltd, construction of post office bldg. *Fort William Ont:* King's Interior Cleaning & Janitorial Service, interior cleaning of federal bldg. *London Ont:* Modern Building Cleaning Service of Canada Ltd, interior cleaning, Lipton Bldg, UIC. *Nanticoke Creek Ont:* Norbant Contractors Ltd, repairs to east breakwater.

Ottawa Ont: Beaudoin Construction Ltd, installation of additional equipment, Veteran's Memorial Bldgs; Three-Star Building Cleaning, interior cleaning of workshop & laboratories, Post Office Dept, Confederation Heights; J C Robinson & Sons Ltd, lighting improvements, Temporary Bldg 4; L Zuccarni General Contractors Ltd, extension to Division of Building Research (M-20), NRC; Nation-Wide Interior Maintenance Co Ltd, interior cleaning, etc, Surveys & Mapping Bldg, 615 Booth St; Deluxe Building Services, interior cleaning of Postal Station "E" (Glebe); H J McFarland Construction Co Ltd, Corkstown Road development (phase 1A).

Sombra Ont: G Shalsove Construction, construction of post office bldg. *Toronto Ont:* Turnbull Elevator of Canada Ltd, addition to passenger elevator, Sir William Mulock Bldg; New York Window Cleaning Co Ltd, cleaning windows of federal bldgs. *Warkworth Ont:* The Mitchell Construction Company (Canada), construction of Medium Security Institution. *Windsor Ont:* Herbert Winch & Son, alterations to federal bldg. *Winnipeg Man:* Taubensee Construction Co Ltd, construction of chapel & gymnasium, Assiniboia Indian School; A S Piper & Sons Window Cleaning Co, cleaning windows of federal bldgs.

Regina Sask: Poole Construction Ltd, structural repairs to gymnasium & swimming pool, RCMP Barracks. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, interior cleaning, etc, new post office bldg, Fourth Avenue North. *Fox Lake Alta:* Ward's Trucking, construction of nursing station. *near Agassiz B C:* Frank W Bull, improvements (Skookunchuk training wall repairs), Fraser River. *Albion B C:* Fraser River Piledriving Co Ltd, construction of shear boom. *Lulu Island B C:* Ocean Cement Ltd, repairs to rock bank protection (Fraser River improvements). *Nanoose Bay & Winchelsea Island B C:* S R Kirkland Construction Co Ltd, marine works, DND. *Ocean Falls B C:* Manning Construction Ltd, construction of seaplane ramp & parking apron.

Vancouver B C: Walker Construction, alterations to sixth floor, Begg Bldg, CSC; Brockbank & Hemingway Ltd, construction of headerhouse for Research Branch, Dept of Agriculture; National Building Maintenance Ltd, interior cleaning, etc, The Harry Stevens Bldg, UIC & Postal Station "C"; J A Gebert Ltd, alterations to first floor, Postal Station "A". *Whitehorse Y T:* Whitehorse Electric Co Ltd, refrigeration equipment services, Northwest Highway System.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Desourdy Construction Ltee, construction of drainage trench & pump supports, lower lock. *St Lambert Que:* Desourdy Construction Ltee, raising elevation of breastwall at lock. *Port Colborne Ont:* Dominion Steel & Coal Corporation Ltd, structural & mechanical repairs & restoration of vertical lift bridge 21, Welland Canal; Moir Construction Co Ltd, reconstruction of west abutment, bridge 19, Welland Canal. *St Catharines Ont:* James Kemp Construction Ltd, construction of tourist information bldg & reviewing stand, lock 3, Welland Canal. *Thorold Ont:* Carter Construction Co Ltd, construction of east side haulage road, section 6, Glendale Ave to lock 7, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded four contracts containing the General Fair Wages Clause.

(Continued on page 454)

PRICE INDEXES

Consumer Price Index, April 1965

The consumer price index (1949=100) rose 0.3 per cent to a record 137.7 at the beginning of April from 137.3 in March. The April index was 2.0 per cent above the April index of 135.0.

Six of the seven main components increased. The largest advances, 0.9 per cent and 0.7 per cent, occurred in the health and personal care and the clothing indexes, respectively. The tobacco and alcohol index was unchanged.

The food index increased 0.1 per cent to 133.4 from 133.3. Price changes were widespread but mixed, and included increases for eggs, margarine, grapefruit, apples, fresh and canned tomatoes, turnips, cabbage and chicken. Lower prices were reported for most fresh meats, oranges and orange juice, lettuce, potatoes, carrots, and coffee.

The housing index edged slightly higher to 140.3, up 0.1 per cent from 140.2 in March. The shelter index increased 0.2 per cent as increased prices for repairs and new houses moved both the rent and home-ownership components. The household operation index declined 0.1 per cent, chiefly reflecting a decrease in electricity rates in Vancouver. Prices were fractionally higher for furniture and appliances, carpets, and some items of household equipment.

The clothing index advanced 0.7 per cent to 121.2 from 120.4. Generally higher prices were reported for men's, women's and children's wear, footwear, cotton and rayon piece goods, dry cleaning and jewellery.

The transportation index moved up 0.2 per cent to 145.9 from 145.6. Scattered increases in the price of gasoline, together with an increase in automobile license fees in Saskatchewan, outweighed slightly lower prices for automobiles.

The health and personal care index rose 0.9 per cent to 176.1 from 174.6. The health care component advanced 1.2 per cent as widespread increases were reported for doctors' and dentists' fees and optical care. Prepaid medical care rose slightly in two provinces. The personal care index rose 0.4 per cent as a result of higher prices for toilet soap, shaving cream and tooth paste.

The recreation and reading index edged up 0.1 per cent to 153.5 from 153.4 as higher prices for radios, phonograph records and console television sets outweighed lower prices for bicycles and portable television sets.

The tobacco and alcohol index was unchanged at 121.9. Increases in prices for cigarettes and cigarette tobacco in Saskatchewan were not sufficient to move the index.

Group indexes in April 1964 were: food 131.8, housing 137.8, clothing 119.1, transportation 142.8, health and personal care 166.5, recreation and reading 151.0 tobacco and alcohol 119.5.

City Consumer Price Indexes, March 1965

Consumer price indexes (1949=100) rose between February and March in four of the ten regional cities. Indexes for St. John's, Saint John and Winnipeg increased 0.2 per cent and the Vancouver index advanced 0.4 per cent.

The Edmonton-Calgary index declined 0.2 per cent. The Halifax, Montreal, Ottawa, Toronto, and Saskatoon-Regina indexes were unchanged.

Food indexes were higher in six cities, lower in three cities, and unchanged in one. Changes ranged from an increase of 0.9 per cent in Vancouver to a decrease of 0.4 per cent in Montreal.

Housing indexes moved up slightly in four cities, down in one, and remained constant in five. Nine cities had higher indexes for clothing; the other was unchanged. In the transportation component, five cities registered decreases, two increased and three were constant. Indexes for health and personal care fell in five cities, rose in three, and remained unchanged in two. Recreation and reading indexes were lower in three cities, higher in two, and held steady in five. Tobacco and alcohol indexes rose in three cities, declined in two and were constant in five.

Regional consumer price index point changes between February and March were: Vancouver +0.5 to 134.8; Saint John +0.3 to 135.9; Winnipeg +0.3 to 134.7; St. John's +0.2 to 122.7*; Edmonton-Calgary —0.2 to 128.8. Halifax, Montreal, Ottawa, Toronto and Saskatoon-Regina remained unchanged at 133.0, 136.4, 137.2, 138.6 and 130.8 respectively.

Wholesale Price Index, March 1965

Canada's general wholesale index (1935-39=100) rose to 246.8 in March, up 0.2 per cent from the February index of 246.4 and 0.6 per cent from the March 1964 index of 245.3. Six of the eight major group indexes advanced in March and two declined.

The chemical products group index moved up 1.0 per cent to 194.4 in March from 192.4 in February, the iron products group index advanced 0.4 per cent to 259.3 from 258.2, and the non-ferrous metals products group index advanced 0.3 per cent to 212.9 from 212.3. Increases of 0.2 per cent were

* On base June 1951=100.

recorded for the following major group indexes: vegetable products to 218.8 from 218.3, wood products to 333.7 from 333.1, and non-metallic minerals to 192.5 from 192.2.

The animal products group index moved 0.3 per cent lower in March to 255.5 from the February index of 256.2, and the textile products group index eased down 0.2 per cent to 247.5 from 247.9.

The price index of residential building materials (1935-39=100) declined 0.2 per cent in March to 340.8 from 341.4 in February; on the base 1949=100 it fell 0.1 per cent to 149.5 from 149.7.

The non-residential building material price index (1949=100) rose 0.2 per cent to 146.5 in March from 146.2 in February.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.2 per cent from 224.7 to 225.1 in the four-week period ended March 26. The animal products index rose 1.0 per cent from 268.2 to 270.8, and the field products index declined 1.0 per cent from 181.2 to 179.4.

U.S. Consumer Price Index, March 1965

The United States consumer price index (1957-59=100) rose 0.1 per cent in March to 109.0 from 108.9 in February. A year ago in March the index was 107.7.

The increase was caused largely by rising prices for fresh vegetables and higher costs for medical care. Vegetable prices went up an average of 6.5 per cent; the cost of medical care services rose 0.3 per cent. Other increases were noted in rents, furniture, and spring clothing prices.

British Index of Retail Prices, February 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 109.5 in mid-February, the same figure as at mid-January. The index was 104.8 in mid-February 1964.

A drop in the food index to 109.9 from 110.3 in January was counter-balanced by increases in alcoholic drinks, clothing and footwear, and rail fares.

During 1964 the average level of retail prices rose by about 4½ per cent, compared with rises of nearly 2 per cent in 1963, rather more than 2¼ per cent in 1962, and about 4½ per cent in 1961. The average index for the 12 months ended in January 1965 was 3½ per cent higher than the average for the previous 12 months.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 199

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1963.* Ottawa, Queen's Printer, 1964. Pp. 36.

2. ECONOMIC COUNCIL OF CANADA. *Annual Report, Fiscal Year 1963/64.* Ottawa, Queen's Printer, 1964. Pp. 26.

English and French text in same volume.

Council's name in French: Conseil économique du Canada.

The Council superseded the National Productivity Council in August 1963.

The first report covers the period from December 1963 to March 31, 1964.

3. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1963-1964.* London, HMSO, 1964. Pp. [48]

4. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics, No. 101, 1964.* London, HMSO, 1964. Pp. 358.

5. MANITOBA, DEPARTMENT OF LABOUR. *Annual Report, 1964.* [Winnipeg, 1965?] Pp. 59.

6. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ended March 31, 1964.* Halifax [1965?] Pp. 63.

7. U.S. NATIONAL SCIENCE FOUNDATION. *Fourteenth Annual Report for the Fiscal Year ended June 30, 1964.* Washington, GPO, 1965. 2 volumes.

Volume 1 contains the annual report. Volume 2 bears title, *Grants and Awards for the Fiscal Year ended June 30, 1964.*

Automation

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Impact and Implications of Office Automation,* by J. C. McDonald. Ottawa, Queen's Printer, 1964. Pp. 35.

Partial Contents: The Concept of 'Office Administration'. The Scope of 'Office Automation' in Canada. Impact of 'Office Automation' on Employment. Impact on Clerks and Their Jobs. Impact on Clerical Supervisors and Older Workers. Effects on Conditions of Work and Employment Implication for Management. Implications for White-Collar Unionization.

9. CONFERENCE ON INTEGRATED DATA PROCESSING, AMSTERDAM, 1962. *Conference Report.* Paris, O.E.C.D. [n.d. 1962?] Pp. 83.

10. KIRSH, BENJAMIN SOLLOW. *Automation and Collective Bargaining.* New York, Central Book Company, 1964. Pp. 219.

Considers how traditional and conventional forms of collective bargaining have been affected by automation and how the emphasis in collective bargaining has turned from money wages to employment security and income considerations. Examines the effects of automation on such matters as seniority provisions, wage determination, wage payment systems and on the appropriate unit of union representation. The author, a lawyer, is former chairman of the National Trucking Commission and Public Member of the Wage Adjustment Board in the Building and Construction Industries, National War Labor Board, Washington, D.C.

11. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Agricultural Mechanization; Automation in Agriculture.* Prepared by the U.S.S.R. Delegation. New York, United Nations, 1963. Pp. 58.

12. U.S. PRESIDENT'S ADVISORY COMMITTEE ON LABOUR-MANAGEMENT POLICY. *Methods of adjusting to Automation and Technological Change; a Review of Selected Methods.* Prepared . . . by Derek Bok and Max D. Kossoris. [Washington, n.d., 1964] Pp. 33.

". . . Contains a discussion of the principal methods which private parties have employed to facilitate the adjustment of employees who have been displaced through automation or technological change." Some methods discussed are attrition, early retirement, retraining, transfer, relocation allowances, severance pay, supplemental unemployment benefits, placement and referral services, etc.

Business—Small Business

13. GIBSON, JAMES LAWRENCE. *Accounting in Small Business Decisions,* by James L. Gibson and W. Warren Haynes. Lexington, University of Kentucky Press, 1963. Pp. 133.

Explains how small firms use accounting data to make decisions.

14. U.S. CONGRESS. SENATE. COMMITTEE ON SMALL BUSINESS. *Small Business Failures: Management Defects held largely Responsible. Hearings before the Select Committee on Small Business, United States Senate, Eighty-seventh Congress, Second Session. An Inquiry into the Availability and the Adequacy of Management Counseling Services for Very Small Businesses.* June 25, 26 and 27, 1962. Washington, GPO, 1962. Pp. 170.

15. U.S. CONGRESS, SENATE. COMMITTEE ON SMALL BUSINESS. *Small Business Failures. Report of the Select Committee on Small Business, United States Senate, on Factors influencing Small Business Failures and the Availability of Management Counseling to Small Firms.* Washington, GPO, 1962. Pp. 33.

Coles Canadian Careers

The following 12 pamphlets were published in Toronto in 1964 by Coles Publishing Company, Limited.

16. *Your Future as an Accountant.* Pp. 40.

17. *Your Future in Advertising.* Pp. 47.

18. *Your Future as an Architect.* Pp. 48.

19. *Your Future in Banking.* Pp. 47.

20. *Your Future as a Dentist.* Pp. 47.

21. *Your Future as a Doctor.* Pp. 43.

22. *Your Future as an Engineer.* Pp. 48.

23. *Your Future as a Lawyer.* Pp. 48.

24. *Your Future as a Nurse.* Pp. 45.

25. *Your Future in Public Relations.* Pp. 48.

26. *Your Future as a Secretary.* Pp. 44.

27. *Your Future as a Teacher.* Pp. 48.

Economic Conditions

28. U.S. PRESIDENT, 1963—(LYNDON B. JOHNSON). *Economic Report of the President transmitted to the Congress, January 1965 together with the Annual Report of the Council of Economic Advisers.* Washington, GPO, 1965. Pp. 290.

29. ECONOMIC COUNCIL OF CANADA. *First Annual Review: Economic Goals for Canada to 1970.* Ottawa, Queen's Printer, 1964. Pp. 213.

Contents: Introduction. Canada's Post-war Economic Performance. Potentialities for Growth of the Canadian Economy. Consumption and Investment. International Trade and the Balance of Payments. Prices and Monetary Trends. Fiscal Trends and National Saving. Some Significant Factors in Economic Growth. Implications for Policy.

30. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: France.* August 1964 [Paris] 1964. Pp. 53.

31. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Japan.* July 1964 [Paris] 1964. Pp. 59.

32. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Turkey.* Paris, 1964. Pp. 52.

Discusses economic development in Turkey in 1963 and early 1964 and suggests economic prospects for the balance of 1964.

33. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The OECD; History, Aims, Structure.* [Paris, n.d., 1964?] Pp. 55.

Education

34. CANADA. BUREAU OF STATISTICS. *Private Trade Schools, Number and Teaching Staff, 1959-60.* Prepared in Vocational Education Section. Ottawa, [1961?] Pp. [4]

35. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Industrial Mechanical Trade (Millwright).* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1964. Pp. 259.

36. GREAT BRITAIN. MINISTRY OF EDUCATION. COMMITTEE ON DAY RELEASE. *Day Release; the Report of a Committee set up by the Minister of Education.* London, HMSO, 1964. Pp. 48.

"Day release is the system by which employers free employees with pay, usually for one day a week, to attend courses of further education." The Committee's terms of reference were "To report on what steps should be taken to bring about the maximum practicable increase in the grant of release from employment to enable young persons under the age of 18 to attend technical and other courses of further education."

Employees—Training

37. CLAY HILARY M. *How Research can help Training.* London, HMSO, 1964. Pp. 19. Issued by Great Britain Dept. of Scientific and Industrial Research in its series, Problems of Progress in Industry (No. 16).

Contents: Analysis of the Task. Methods of Training. Conditions of Practice. Training Techniques. Training Adults. Evaluation of Training Methods.

38. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training in the Contact Tool and Die Industry.* Washington, GPO, 1959. Pp. 31.

Health Services

39. CANADA. ROYAL COMMISSION ON HEALTH SERVICES [*Report*] *Vol. 2.* Mr. Justice Emmett M. Hall, chairman. [Ottawa, Queen's Printer, 1965] Pp. 375.

Volume 2 deals with areas of health services and with categories of health personnel not dealt with in the first volume. It also presents proposals for organization and administration of the recommended health services programmes.

40. JUDEK, STANISLAW. *Medical Manpower in Canada.* [Ottawa, Queen's Printer, 1964] Pp. 413.

A study prepared for the Royal Commission on Health Services.

"This is a study of the supply and demand for medical manpower in Canada, its distribution and utilization, with physician-population projections until 1991."

41. MacFARLANE, JOSEPH ARTHUR. *Medical Education in Canada* [by] J. A. MacFarlane [and others. Ottawa, Queen's Printer, 1965] Pp. 373.

A study prepared for the Royal Commission on Health Services.

This report is concerned with the education of physicians in Canada at the present time.

Partial Contents: Perspectives in Medical Education. The Medical Student. The Curriculum in the Medical Course. The Medical School. The Teaching Hospital. Financing of Medical Schools and Teaching Hospitals. The Training of Teachers and Investigators. Post-Graduate and Continuing Medical Education. Research. Medical Manpower—Requirements and Supply. Expansion of Educational Resources. Paramedical Manpower in Canada.

Labour Supply

42. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *The Pattern of the Future.* London, HMSO, 1964. Pp. 52.

Outlines the pattern of employment of Great Britain over the past 10 years and attempts to forecast trends over the next 10 years.

43. INTERNATIONAL TRADE UNION SEMINAR ON ACTIVE MANPOWER POLICY, VIENNA, 1963. *Final Report.* Paris, Manpower and Social Affairs Directorate, Social Affairs Division [OECD] 1964. Pp. 172.

Seminar held September 17th-20th.

At head of title: International Seminars, 1963-1.

Supplement to the Final Report. [Paris, 1964] Pp. 189.

Trade union leaders from 15 OECD member countries met to discuss "from the trade union point of view, the selective measures of manpower policy designed to preserve the economy from cyclical and seasonal fluctuations and large scale unemployment."

Contains a report of the proceedings of the Seminar, the conclusion reached by the participants, and some of the papers presented.

44. U.S. BUREAU OF LABOR STATISTICS. *Concept and Methods used in Household Statistics on Employment and Unemployment from the Current Population Survey, June 1964.* Washington, GPO, 1964. Pp. 18.

Prepared by the U.S. Bureau of Labor Statistics and U.S. Bureau of the Census.
Current population reports, Series P-23, no. 13.

Labouring Classes

45. TRADES UNION CONGRESS. *An Outline of Job Evaluation and Merit Rating.* London, 1964. Pp. 20.

". . . Based on notes used in courses on production and management subjects at the T.U.C. Training College."

46. U.S. BUREAU OF LABOR STANDARDS. *Employment Certificates help you help Youth.* Rev. ed. Washington, GPO, 1964. Pp. 21.

47. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Saudi Arabia.* Washington, GPO, 1964. Pp. 44.

48. U.S. BUREAU OF LABOR STATISTICS. *Labor Mobility and Private Pension Plans; a Study of Vesting, Early Retirement, and Portability Provisions.* Washington, GPO, 1964. Pp. 74.

Examines provisions of private pension plans and the deterrent effects of a pension plan on labour mobility.

Management

49. AMERICAN MANAGEMENT ASSOCIATION. *Control through Information; a Report on Management Information Systems.* New York, 1963. Pp. 44.

Partial Contents: Management's Need for Information. Management Control through Data. A Computer-controlled Production Line. A Reporting System for Marketing and Sales. A Management Information Service for Finance. EDP and Profit making.

50. ENGLISH LANGUAGE CONFERENCE ON INTEGRATED MANAGEMENT DEVELOPMENT, ARRESØHØJ, DENMARK, 1962. [*Report*] Paris, OECD [n.d 1962?] Pp. 96.

Report of a conference at which "65 representatives of industry and education in 9 countries discussed new management policies, methods and techniques."

Taxation

51. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Planning for Tax Savings.* Toronto, c1964. Pp. 51.

52. CANADIAN TAX FOUNDATION. *Report of Proceedings of the 18th Annual Tax Conference . . . at . . . Montreal, November 23, 24, 25, 1964.* Toronto, c1965. Pp. 393.

Wages and Hours

53. GITLOW, ABRAHAM LEO. *The National Wage Policy: Antecedents and Application.* New York, Schools of Business, New York University, 1964. Pp. 26.

Examines the conditions which produced a national wage policy; the nature of the wage policy and changes that have developed in it since 1962; the relationship of the national wage policy to prices and labour productivity; and, the experience of foreign countries with a wage policy.

54. U.S. BUREAU OF LABOR STATISTICS. *Employee Earnings in Selected Metropolitan Areas of the South, June 1961-June 1962.* Washington, GPO, 1964. Pp. 37.

55. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Eating and Drinking Places, June 1963.* Washington, GPO, 1964. Pp. 61.

Women

56. INTERNATIONAL LABOUR OFFICE. *The Employment of Women with Family Responsibilities.* Part 1. Fifth item on the agenda. Geneva, 1964. Pp. 36.

At head of title: Report 5(1). International Labour Conference, 49th session, 1964.

Contains material from the Proceedings of the 48th International Labour Conference relating to the employment of women with family responsibilities, and the text of a proposed recommendation to be considered by member governments.

57. INTERNATIONAL LABOUR OFFICE. *Report to the Government of the Federation of Malaya on the Promotion and Organisation of Co-operatives among Women.* Geneva, 1963. Pp. 36.

At head of title: International Labour Office. Expanded Programme of Technical Assistance.

58. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Training of Women under the Manpower Development and Training Act.* Washington, GPO, 1964. Pp. 19.

59. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. *Four Consultations.* Washington, GPO, 1963. Pp. 38.

Contents: Private Employment Opportunities. New Patterns in Volunteer Work. Portrayal of Women by the Mass Media. Problems of Negro Women.

60. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON PRIVATE EMPLOYMENT. *Report.* Washington, GPO, 1963. [i.e. 1964] Pp. 55.

The Committee made recommendations on the following: equal employment opportunity for women; U.S. Employment Service [of the U.S. Dept. of Labor] policy to promote equal employment opportunities for applicants of both sexes; equal pay; studies on labour turnover and absenteeism by sex to be made; roster of qualified women to be maintained; and, utilization of skills through parttime employment for women whose home responsibilities don't permit full-time employment.

61. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON PROTECTIVE LABOR LEGISLATION. *Report.* Washington, GPO, 1963. Pp. 38.

The Committee made comments and recommendations on such topics as minimum wage, equal pay, hours of work, industrial homework, maternity protection of employed women, occupational safety and health, collective bargaining, etc.

62. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON SOCIAL INSURANCE AND TAXES. *Report.* Washington, GPO, 1963. Pp. 81.

The Committee looked into the adequacy of protection for women under the present Federal or Federal-State social insurance programs and into deficiencies and inequities in the Federal income tax as it affects women, and it made recommendations for changes considered important in both these areas.

Miscellaneous

63. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Wetaskiwin.* Revised November, 1964. Edmonton, Dept. of Industry and Development [1965?] Pp. 16.

64. CANADA. DEPARTMENT OF MINES AND TECHNICAL SURVEYS. MINES BRANCH. *A Study of Co-operative Research in the United Kingdom and its Application to Canadian Conditions.* [*A Report to the National Productivity Council*] by John Convey and V. A. Haw. Ottawa, 1963. Pp. 65.

65. CANADA. ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM. [*Preliminary Report*] Ottawa [Queen's Printer] 1965. Pp. 211.

André Laurendeau and A. Davidson Dunton, co-chairmen.

Title of French version: Rapport préliminaire de la Commission royale d'enquête sur le bilinguisme et le biculturalisme.

66. NATIONAL SEMINAR ON GUIDANCE AND COUNSELLING, GENEVA PARK, ONT., 1963. *Guidance and Counselling;* [*Report.* Toronto, Canadian Association for Adult Education, 1964] 3 parts.

Seminar held November 7th to 9th, 1963.

Contents: [1] 3 views [by] Hendry, Super [and] Beaussier. [2] Training & Research; Commission Reports. [3] Professionalism, Resources, Social Purposes; Commission Reports and Recommendations.

67. Ontario Federation of Labour (CLC). *Poverty in Ontario, 1964.* Toronto, 1964. Pp. 58.

Statement on Poverty adopted at the 8th Annual Convention of the OFL, October, 1964. Pp. 8.

68. THEOBALD, ROBERT. *Free Men and Free Markets.* New York, C. N. Potter, 1963. Pp. 203.

The author outlines a proposal for an Economic Security Plan which would safeguard everyone's income and analyzes the present economic situation.

69. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Possibilities of Integrated Industrial Development in Central America.* New York, United Nations, 1964. Pp. 54.

70. U.S. BUREAU OF LABOR STANDARDS. *The Inorganic Acids.* Washington, GPO, 1964. Pp. 27.

Discusses properties and characteristics of the common commercial forms of inorganic acids. Some examples are hydrochloric, nitric, and sulphuric acids.

Industrial Fatalities

(*Continued from page 408*)

In British Columbia, 232 fatalities were recorded. These included: 81 in forestry; 40 in mining and quarrying; 29 in construction; and 28 in manufacturing.

During the year, the greatest number of fatalities occurred in the construction industry, where there were 250 deaths. In manufacturing, 228 fatalities were recorded, and transportation, communication and other utilities accounted for 222. Fatalities in mining and quarrying numbered 159, in forestry 150, and in service 105.

Quarterly reviews of industrial fatalities were published in the July 1964 issue, p. 560; October 1964 issue, p. 862; January 1965 issue, p. 35; and April 1965 issue, p. 000.

Table H-5, on p. 000 of this issue, shows the number of industrial injuries reported by the Workmen's Compensation Boards of the ten provinces over the past five years. The distribution of industrial injuries is as follows: medical aid only; temporary disability; permanent disability; and fatal injuries.

Report of Conciliation Board

(*Continued from page 431*)

for the tractor-trailer drivers now receiving $2.15 per hour who will get a seven-cent per hour increase and except for the tractor-trailer drivers now receiving $2.28 per hour who will receive no increase.

The union acknowledges that the foregoing settlement of monetary issues has been approved by the union negotiating committee and has been referred to the membership and approved.

The company has agreed to institute the improvements in fringe benefits on December 1, 1964, on the understanding that the parties will forthwith resume negotiations on all other proposals not involving cost to the company and such other proposals when negotiated will become part of this memorandum of settlement.

Dated this 7th day of December, 1964.

H. W. Bacon Limited
Warehousemen & Miscellaneous Drivers' Union Local 419 I.B. of T.C.W. & H. of A.

The Board met with the parties on January 6 and February 2 in an attempt to clear up the non-monetary issues. We are pleased to report that considerable progress was made and feel confident the parties will resolve their remaining differences.

We regret the delay in reporting but expected to include the non-monetary details which are not yet completed.

All this respectfully submitted this 19th day of February, 1965, at Toronto, Ont.

(Sgd.) W. H. Dickie,
Chairman.

(Sgd.) D. Churchill-Smith,
Member.

(Sgd.) Paul Siren,
Member.

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Recent Regulations

(*Continued from page 438*)

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

A recent amendment to the general regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act repealed the section requiring employers who employed tradesmen in 13 specified trades to register annually. As a result, after January 1, 1966, employers who employ tradesmen for work in any of the following trades, or who work at these trades either by themselves or in partnership with another person, will not be required to pay an annual registration fee or post a certificate of registration: motor vehicle mechanics repair, motor vehicle body repair, electric arc welding, gas welding, sheet metal, plumbing, carpentry, bricklaying, pipefitting, radio and television electronics, barbering and beauty culture.

The amendment was gazetted on March 12 as Sask. Reg. 37/65.

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Wage Schedules

(*Continued from page 447*)

DEPARTMENT OF TRANSPORT

Dartmouth N S: Western Plumbing & Heating Co Ltd, installation of power & water facilities, marine agency. *Halifax N S:* Deans Nursery Ltd, maintenance of horticultural grounds & interior plantings, International Airport. *Fredericton N B:* Capital Window Cleaners (1964) Ltd, cleaning Air Terminal Bldg, airport. *Moncton N B:* Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, hangar 6; Samuel H Steeves & Son Ltd, additions & alterations to temporary Air Terminal Bldg, airport. *Malton Ont:* American Building Mtce Co of Canada, exterior cleaning of bldgs, Toronto International Airport; J M Fuller Ltd, renovations to customs wing of post office bldg for materials laboratory & resident engineer's office, Toronto International Airport; P Susin Construction Co Ltd, cutting & removal of trees, etc, on approach to runway 05L, Toronto International Airport; Maple Lawn Tree Service, cutting & removal of trees, etc, on approach to runway 05L, Toronto International Airport. *Winnipeg Man:* H J Funk & Sons Ltd, construction of field electric centre, International Airport. *Fort Resolution N W T:* Pierre Petit Jean, flightway clearing & related work.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

	Page
Tables A-1 to A-3—Labour Force	455
Table B-1—Labour Income	457
Tables C-1 to C-6—Employment, Hours and Earnings	458
Tables D-1 to D-5—Employment Service Statistics	464
Tables E-1 to E-4—Unemployment Insurance	469
Tables F-1 and F-2—Prices	472
Tables G-1 to G-4—Strikes and Lockouts	473
Tables H-1 to H-5—Industrial Accidents	476

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 17, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,968	592	1,986	2,548	1,198	644
Men	4,935	432	1,424	1,771	856	452
Women	2,033	160	562	777	342	192
14–19 years	648	63	209	206	119	51
20–24 years	892	92	310	278	139	73
25–44 years	3,098	233	892	1,169	519	285
45–64 years	2,111	182	525	805	381	218
65 years and over	219	22	50	90	40	17
Employed	6,597	516	1,853	2,468	1,146	614
Men	4,624	363	1,310	1,709	811	431
Women	1,973	153	543	759	335	183
Agriculture	563	30	115	135	262	21
Non-agriculture	6,034	486	1,738	2,333	884	593
Paid workers	5,518	435	1,569	2,159	816	539
Men	3,744	298	1,080	1,460	534	372
Women	1,774	137	489	699	282	167
Unemployed	371	76	133	80	52	30
Men	311	69	114	62	45	21
Women	60	*	19	18	*	*
Persons not in labour force	6,084	673	1,793	2,031	1,005	582
Men	1,531	196	437	482	259	157
Women	4,553	477	1,356	1,549	746	425

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED APRIL 17, 1965, CANADA

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,052	2,120	3,728	992	3,843	957	1,412
Labour force	6,968	648	3,582	821	1,030	668	219
Employed	6,597	585	3,408	738	1,008	649	209
Unemployed	371	63	174	83	22	19	10
Not in labour force	6,084	1,472	146	171	2,813	289	1,193
Participation rate[2]							
1965, April 17	53.4	30.6	96.1	82.8	26.8	69.8	15.5
March 20	53.0	29.5	95.8	83.1	26.3	70.1	15.5
Unemployment rate[3]							
1965, April 17	5.3	9.7	4.9	10.1	2.1	2.8	4.6
March 20	5.6	10.6	5.0	11.2	2.4	2.6	5.5

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The Labour Force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED APRIL 17, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

—	April 1965	March 1965	April 1964
Total Unemployed	371	387	[1] 403
On temporary layoff up to 30 days	26	25	23
Without work and seeking work	345	362	380
Seeking full-time work	330	343	365
Seeking part-time work	15	19	15
Seeking under 1 month	81	79	72
Seeking 1-3 months	111	142	123
Seeking 4-6 months	101	92	123
Seeking more than 6 months	52	49	62

[1] Because of the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See DBS report, "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY*

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
February	48.6	524.0	166.2	69.1	312.0	98.8	793.3	1,727.4	220.6	1,824.7
March	48.7	529.3	165.4	.....	.....	.....	.....	.....	.....	1,838.3
April	47.3	532.0	170.7	.....	.....	.....	.....	.....	.....	1,869.6
May	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June	51.2	557.7	179.8	.....	.....	.....	.....	.....	.....	1,994.5
July	52.4	546.0	182.5	.....	.....	.....	.....	.....	.....	1,981.2
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8	.....	.....	.....	.....	.....	.....	2,072.1
October	51.5	565.4	185.7	.....	.....	.....	.....	.....	.....	2,051.8
November	51.7	565.9	181.3	96.4*	426.8*	108.4*	887.2*	1,876.5*	232.6*	2,033.6
December	51.4	551.5	178.4	.....	.....	.....	.....	.....	.....	1,978.6
1965—										
January*	52.4	566.1	182.3	.....	.....	.....	.....	.....	.....	1,990.4
February†	53.1	563.6	180.1	.....	.....	.....	.....	.....	.....	1,939.9
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
February	49.1	534.6	172.8	81.3	386.9	102.0	812.9	1,744.1	223.8	1,896.5
March	49.8	537.3	173.8	.....	.....	.....	.....	.....	.....	1,904.0
April	49.2	536.8	174.8	.....	.....	.....	.....	.....	.....	1,914.0
May	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June	50.0	544.9	175.4	.....	.....	.....	.....	.....	.....	1,934.5
July	50.3	549.7	177.1	.....	.....	.....	.....	.....	.....	1,955.4
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8	.....	.....	.....	.....	.....	.....	1,998.6
October	51.0	557.7	182.2	.....	.....	.....	.....	.....	.....	1,999.5
November	51.5	564.0	179.8	85.1*	422.4*	108.4*	866.4*	1,873.9*	230.9*	2,014.0
December	51.8	563.3	183.7	.....	.....	.....	.....	.....	.....	2,020.2
1965—										
January*	53.0	578.5	186.3	.....	.....	.....	.....	.....	.....	2,062.2
February†	53.6	574.5	187.0	.....	.....	.....	.....	.....	.....	2,073.2

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C3 are based on reports from employers having 15 or more employees; at January 1965 employers in the principal non-agricultural industries reported a total employment of 3,096,446. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964—						
January	123.3	198.1	85.10	117.0	200.9	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	87.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December*	131.2	199.1	85.53	121.8	201.6	88.66
1965—						
January†	129.3	207.7	89.24	122.5	201.2	92.41

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
Provinces				$	$	$
Atlantic Region	107.3	110.0	103.7	74.11	71.62	72.06
Newfoundland	133.3	137.3	126.0	81.06	79.46	76.45
Prince Edward Island	118.0	126.4	117.8	64.33	63.09	62.73
Nova Scotia	97.3	99.7	94.8	73.89	67.93	71.00
New Brunswick	107.6	109.6	104.2	76.44	72.15	71.58
Quebec	128.2	130.5	122.5	86.54	83.15	82.49
Ontario	133.9	135.2	126.8	92.34	88.67	88.66
Prairie Region	136.2	138.1	130.7	85.33	82.56	81.56
Manitoba	114.4	116.1	111.6	80.02	78.46	77.82
Saskatchewan	125.7	130.7	121.3	84.14	82.06	80.06
Alberta (including Northwest Territories)	167.4	167.8	158.0	90.07	86.12	85.28
British Columbia (including Yukon)	122.7	124.9	118.0	98.39	92.83	91.44
Canada	**129.3**	**131.2**	**123.3**	**89.24**	**85.53**	**85.10**
Urban areas						
St. John's	145.6	148.5	140.3	67.37	65.43	63.64
Sydney	77.6	78.9	77.5	83.95	70.40	85.97
Halifax	132.3	135.4	130.3	77.39	72.28	72.44
Moncton	106.4	115.9	101.2	69.88	65.73	66.54
Saint John	113.7	113.6	111.9	74.97	70.15	70.79
Chicoutimi—Jonquiere	114.3	116.9	113.1	102.41	101.56	100.29
Quebec	126.7	130.6	121.5	75.99	74.01	72.62
Sherbrooke	120.0	122.5	116.4	74.35	71.17	72.08
Shawinigan	106.0	106.0	103.8	92.28	85.66	90.49
Three Rivers	115.8	123.0	114.1	80.49	75.18	77.20
Drummondville	97.6	99.5	91.0	72.78	66.88	68.37
Montreal	136.5	137.6	129.2	88.08	84.18	84.18
Ottawa—Hull	140.8	142.9	134.7	82.82	79.72	79.13
Kingston	136.2	134.8	126.2	92.44	86.61	83.40
Peterborough	109.0	111.7	102.9	95.67	95.26	92.21
Oshawa	247.8	237.4	223.0	125.97	111.66	115.07
Toronto	149.7	151.4	142.5	92.13	88.93	89.08
Hamilton	126.7	127.5	118.0	97.55	92.31	93.69
St. Catharines	129.6	126.5	118.7	108.73	106.69	101.45
Niagara Falls	99.3	98.4	90.6	94.29	89.04	87.72
Brantford	94.5	95.7	89.6	85.32	80.51	81.28
Guelph	140.2	141.5	129.1	82.11	78.24	78.48
Galt	128.9	130.9	126.5	81.88	77.01	77.15
Kitchener	152.2	153.1	146.0	81.64	77.34	78.80
Sudbury	140.8	141.6	122.3	100.13	100.85	95.55
Timmins	84.2	85.9	85.6	79.73	77.95	75.80
London	146.0	146.6	141.1	83.39	80.74	80.44
Sarnia	135.1	136.0	131.6	113.17	109.92	109.58
Windsor	91.5	91.2	81.8	92.45	93.40	98.32
Sault Ste. Marie	152.2	157.1	145.6	106.86	103.19	107.84
Fort William—Port Arthur	110.3	115.3	103.3	86.86	84.58	82.66
Winnipeg	117.5	119.5	113.9	76.82	75.31	74.92
Regina	149.5	156.2	144.6	82.55	79.76	79.38
Saskatoon	153.1	156.0	139.1	79.03	75.63	74.58
Edmonton	217.5	220.2	202.2	82.42	78.82	78.78
Calgary	194.2	196.6	180.5	88.24	85.60	84.28
Vancouver	126.0	128.3	120.1	96.16	92.52	90.38
Victoria	126.2	130.0	120.8	88.43	83.18	81.90

This is the first appearance of a new monthly table providing estimates of employees in the eight industry divisions for which index numbers of employment have been published for many years in *Employment and Payrolls* (Tables C-1 and C-2). The data are derived by combining employment figures from the survey of larger establishments with estimates obtained from a monthly sample survey of smaller establishments.

The estimates of employees are considered, for most purposes, to be more reliable indicators of changes in employment than the larger-establishment employment indexes.

However, the nature of the new sample survey does not permit the publication of industry detail below the industry division level or of geographic detail below the provincial level, and the larger-establishment employment indexes will remain the only source of current information of that type.

The data refer to employees of establishments who are paid for rendering current service or are on paid absence during the reference period. The employee concept excludes employers, own account workers, unpaid family workers, employees usually working less than the equivalent of one full day a week, employees temporarily absent without pay, and persons providing services to the establishment on the basis of a fee for services rendered. Conceptually, the data relate to the last pay period in each month specified.

TABLE C-2a—ESTIMATES OF EMPLOYEES, BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	Dec. 1964[p]	3.9	0.1	1.5	6.7	22.3	15.1	1.0	0.2	2.3	14.8	67.9
	Nov. 1964[r]	4.7	0.1	2.1	9.1	28.8	14.5	0.8	0.2	2.3	19.9	82.5
	Dec. 1963	3.9	—	1.3	8.2	22.6	14.4	1.0	0.2	2.5	15.2	69.4
Mines, quarries and oil wells	Dec. 1964[p]	5.2	—	7.9	2.1	23.9	31.1	4.8	4.0	18.9	7.7	105.5
	Nov. 1964[r]	5.4	—	7.8	2.1	24.9	31.7	4.9	4.0	18.5	7.9	107.3
	Dec. 1963	4.4	—	8.0	1.6	23.3	31.9	4.8	3.7	18.7	8.0	104.3
Manufacturing industries	Dec. 1964[p]	10.4	1.6	29.7	22.0	464.3	712.7	46.1	13.0	43.4	103.9	1,447.2
	Nov. 1964[r]	11.4	2.4	30.9	23.2	477.8	727.0	47.7	13.8	44.1	108.4	1,486.8
	Dec. 1963	10.7	1.5	28.1	21.8	435.7	669.6	43.6	12.5	40.8	103.0	1,367.1
Non-durable goods manufacturing	Dec. 1964[p]	8.1	1.2	15.5	13.6	294.8	319.1	26.3	9.1	23.1	38.4	749.2
	Nov. 1964[r]	8.8	1.9	16.4	14.2	304.8	328.4	27.6	9.5	23.8	40.0	775.3
	Dec. 1963	7.9	1.1	15.2	13.1	277.4	307.7	24.2	8.7	22.5	37.1	714.8
Durable goods manufacturing	Dec. 1964[p]	2.3	0.4	14.2	8.4	169.6	393.6	19.8	4.0	20.2	65.5	698.1
	Nov. 1964[r]	2.6	0.5	14.5	9.1	173.0	398.6	20.2	4.3	20.2	68.5	711.4
	Dec. 1963	2.8	0.4	12.9	8.7	158.3	361.9	19.4	3.8	18.3	65.9	652.3
Construction	Dec. 1964[p]	5.5	0.9	8.5	7.4	90.3	115.5	11.2	9.8	22.5	23.3	295.0
	Nov. 1964[r]	8.1	1.2	10.8	9.2	102.6	131.2	14.4	12.4	28.6	29.0	347.4
	Dec. 1963	5.8	1.1	7.2	5.9	79.6	101.3	11.9	9.7	21.7	20.8	265.0
Transportation, communication and other utilities	Dec. 1964[p]	13.4	2.4	22.7	21.6	154.1	193.4	40.2	25.2	46.1	65.6	584.6
	Nov. 1964[r]	14.6	2.7	21.9	19.4	160.8	199.5	40.5	26.2	47.0	66.0	598.6
	Dec. 1963	12.4	2.6	22.3	21.2	146.0	182.8	39.8	25.9	44.1	60.8	558.0
Trade	Dec. 1964[p]	15.1	3.5	26.7	22.9	228.6	358.0	48.5	35.1	67.7	90.8	896.9
	Nov. 1964[r]	15.1	3.9	27.7	23.2	231.4	356.7	48.1	35.1	67.2	90.3	898.6
	Dec. 1963	13.9	3.5	26.8	22.8	221.7	344.9	46.3	33.2	66.5	86.0	865.8
Finance, insurance and real estate	Dec. 1964[p]	1.3	0.5	5.4	3.9	66.4	98.2	11.2	6.8	13.2	20.2	227.2
	Nov. 1964[r]	1.4	0.5	5.4	3.9	66.2	98.3	11.2	6.8	13.6	20.4	227.8
	Dec. 1963	1.3	0.5	5.3	3.8	63.6	94.0	11.0	6.3	13.1	18.6	217.5
Service (commercial sector) [1]	Dec. 1964[p]	4.1	1.3	10.3	6.7	118.9	177.6	22.6	13.1	34.1	49.6	438.4
	Nov. 1964[r]	4.4	1.4	10.7	7.1	120.9	182.5	23.0	13.4	34.9	50.5	448.8
	Dec. 1963	3.7	1.2	9.5	6.5	109.3	164.0	21.0	12.5	30.8	43.3	401.7
Total—specified industries	Dec. 1964[p]	59.0	10.4	112.7	93.3	1,168.8	1,701.5	185.7	107.2	248.2	375.9	4,062.9
	Nov. 1964[r]	65.0	12.2	117.4	97.2	1,213.4	1,741.4	190.6	112.0	256.2	392.3	4,197.7
	Dec. 1963	56.1	10.4	108.5	91.8	1,101.8	1,602.9	179.4	104.0	238.2	355.7	3,848.8

[1] Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service and miscellaneous services.

[p] Preliminary figures. [r] Revised figures. NOTE: Estimates may not add to totals due to rounding.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
				$	$	$
Mining	**116.4**	**115.5**	**112.7**	**110.43**	**104.55**	**105.99**
Metal mining	131.5	129.7	124.4	109.25	106.54	105.03
Gold	59.9	59.9	64.3	88.63	88.16	86.72
Other metal	197.9	194.4	180.4	115.05	111.80	111.10
Fuels	88.1	86.9	88.3	117.68	105.70	112.65
Coal	36.6	38.7	39.6	85.16	65.18	84.34
Oil and natural gas	297.1	282.7	285.5	133.91	128.20	128.60
Non-metal	131.4	135.2	131.3	101.48	93.74	96.91
Manufacturing	**122.5**	**121.9**	**117.0**	**92.41**	**88.65**	**88.83**
Durable goods	132.7	131.4	123.9	99.90	94.86	95.86
Non-durable goods	114.0	113.9	111.3	85.11	82.66	82.29
Food and beverages	109.0	111.3	107.3	81.70	79.59	78.48
Meat products	135.6	136.4	131.3	88.87	87.24	85.49
Canned and preserved fruits and vegetables	89.8	94.2	84.7	74.02	66.59	70.34
Grain mill products	90.3	92.3	95.0	90.36	85.53	87.11
Bread and other bakery products	111.0	112.9	109.5	76.46	76.56	73.85
Distilled and malt liquors	92.1	95.9	91.1	114.02	113.78	109.57
Tobacco and tobacco products	105.2	104.0	106.7	85.29	80.77	80.23
Rubber products	120.6	116.8	115.5	93.70	90.79	91.29
Leather products	89.4	87.6	89.7	62.99	56.67	60.83
Boots and shoes (except rubber)	91.4	88.7	94.4	61.44	54.26	59.25
Other leather products	85.7	85.6	81.3	65.99	61.21	64.16
Textile products (except clothing)	90.1	91.2	87.9	74.34	70.10	71.29
Cotton yarn and broad woven goods	76.8	78.2	76.4	71.34	67.23	68.99
Woollen goods	63.0	65.3	65.2	67.53	62.69	65.08
Synthetic textiles and silk	116.1	115.6	104.0	82.64	78.26	77.82
Clothing (textile and fur)	101.6	98.0	99.2	57.32	51.85	55.90
Men's clothing	108.2	104.8	103.1	56.31	50.94	55.33
Women's clothing	113.4	106.8	110.7	58.27	50.91	57.30
Knit goods	77.9	76.0	75.9	58.16	53.24	55.34
Wood products	114.0	112.7	112.1	81.04	74.17	76.20
Saw and planing mills	115.4	113.7	115.2	84.92	76.66	78.63
Furniture	128.4	127.4	121.8	75.50	71.18	73.43
Other wood products	78.2	78.4	77.6	69.39	65.12	66.26
Paper products	131.6	133.9	126.2	105.90	106.13	102.34
Pulp and paper mills	129.6	132.7	126.1	114.72	117.31	110.35
Other paper products	136.4	136.6	126.5	86.06	80.37	83.17
Printing, publishing and allied industries	126.9	126.5	125.8	98.80	96.24	96.17
Iron and steel products	125.8	124.4	114.8	103.14	97.25	100.07
Agricultural implements	75.5	72.4	71.3	105.83	99.27	107.25
Fabricated and structural steel	170.6	168.6	140.8	104.25	98.76	100.83
Hardware and tools	132.3	130.9	119.3	90.93	86.63	88.44
Heating and cooking appliances	110.9	109.1	105.9	89.45	84.67	87.39
Iron castings	113.2	110.2	104.8	99.68	90.82	95.77
Machinery, industrial	153.1	152.3	136.7	99.92	95.38	96.96
Primary iron and steel	145.1	144.9	133.0	117.73	113.03	113.95
Sheet metal products	121.4	120.6	115.3	98.93	91.20	96.19
Wire and wire products	135.6	131.5	119.7	102.39	93.37	98.21
Transportation equipment	136.1	133.6	125.7	109.37	109.06	105.88
Aircraft and parts	253.7	256.5	249.2	109.55	105.42	106.87
Motor vehicles	161.3	157.3	143.5	122.00	120.04	122.92
Motor vehicle parts and accessories	168.5	160.5	150.9	112.39	105.60	105.77
Railroad and rolling stock equipment	62.2	62.5	56.4	95.63	93.67	90.77
Shipbuilding and repairing	143.6	140.2	141.1	97.55	90.08	91.36
Non-ferrous metal products	134.2	134.6	126.9	103.30	102.72	99.87
Aluminum products	136.7	141.4	140.7	100.17	96.46	96.68
Brass and copper products	118.9	117.9	111.9	99.51	93.51	98.50
Smelting and refining	145.3	146.0	135.4	112.81	116.72	109.14
Electrical apparatus and supplies	165.8	164.4	155.8	97.67	92.71	93.02
Heavy electrical machinery	123.7	122.3	116.6	104.27	102.57	99.48
Telecommunication equipment	288.2	289.9	278.4	94.42	89.03	89.78
Non-metallic mineral products	156.0	156.3	142.3	97.64	92.52	93.09
Clay products	89.4	90.0	78.4	86.11	82.56	83.11
Glass and glass products	181.6	177.3	166.6	94.08	91.80	91.65
Products of petroleum and coal	138.6	138.7	137.4	133.85	134.84	129.31
Petroleum refining and products	141.6	141.5	140.6	134.66	135.70	130.06
Chemical products	140.8	140.8	136.0	107.04	106.43	104.13
Medicinal and pharmaceutical preparations	129.9	129.1	125.8	96.75	94.22	92.97
Acids, alkalis and salts	160.9	162.6	154.1	120.92	121.87	116.37
Miscellaneous manufacturing industries	161.7	160.4	155.0	80.24	77.13	78.59
Construction	**117.4**	**120.1**	**108.8**	**99.15**	**85.04**	**92.57**
Building and general engineering	124.1	122.2	113.6	105.64	88.24	98.68
Highways, bridges and streets	106.4	116.5	100.8	86.69	79.53	81.22
Electric and motor transportation	**151.9**	**152.5**	**144.4**	**93.14**	**91.27**	**89.83**
Service	**185.7**	**185.4**	**167.6**	**63.25**	**62.48**	**60.10**
Hotels and restaurants	156.0	156.9	142.9	47.44	47.18	46.04
Laundries and dry cleaning plants	162.8	163.3	144.3	55.18	54.13	52.52
Industrial composite	**129.3**	**131.2**	**123.3**	**89.24**	**85.53**	**85.10**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings*		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
				$	$	$
Newfoundland	37.4	37.1	38.0	1.92	2.11	1.82
Nova Scotia	39.3	38.9	40.0	1.83	1.83	1.74
New Brunswick	41.6	38.5	41.5	1.79	1.88	1.75
Quebec	41.8	38.8	42.1	1.85	1.86	1.78
Ontario	40.9	39.1	41.4	2.20	2.17	2.10
Manitoba	40.4	38.9	40.3	1.86	1.88	1.81
Saskatchewan	39.3	38.8	38.6	2.15	2.17	2.07
Alberta (includes Northwest Territories)	40.3	38.9	39.8	2.13	2.13	2.04
British Columbia (includes Yukon Territory)	38.7	36.5	37.8	2.58	2.58	2.42

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.5
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December*	38.8	2.08	80.65	193.2	141.1
1965—January†	40.9	2.08	85.36	204.5	149.1

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
				$	$	$	$	$	$
Mining	**42.7**	**39.9**	**42.9**	**2.36**	**2.37**	**2.27**	**100.96**	**94.59**	**97.38**
Metal mining	42.2	41.4	42.6	2.42	2.42	2.33	102.20	100.30	99.12
Gold	42.3	42.1	43.9	1.91	1.92	1.84	80.79	80.88	80.82
Other metal	42.2	41.2	42.2	2.57	2.58	2.50	108.58	106.25	105.60
Fuels	43.6	34.5	44.0	2.29	2.32	2.17	99.71	79.95	95.66
Coal	42.9	31.0	43.6	1.93	1.94	1.92	82.83	60.14	83.64
Oil and natural gas	44.4	39.6	44.7	2.73	2.75	2.53	121.10	109.13	112.75
Non-metal	43.6	40.0	42.5	2.22	2.19	2.16	96.70	87.49	91.86
Manufacturing	**40.9**	**38.8**	**41.2**	**2.08**	**2.08**	**1.99**	**85.36**	**80.65**	**81.99**
Durable goods	41.5	39.3	41.7	2.26	2.23	2.16	93.92	87.77	90.10
Non-durable goods	40.4	38.2	40.6	1.89	1.92	1.82	76.47	73.36	74.04
Food and beverages	40.0	38.9	40.0	1.85	1.84	1.78	73.91	71.38	70.99
Meat products	40.2	40.1	39.7	2.08	2.05	2.00	83.79	82.35	79.60
Canned and preserved fruits and vegetables	40.6	35.8	40.6	1.58	1.53	1.50	64.10	54.66	60.96
Grain mill products	42.4	40.0	42.8	2.01	1.96	1.92	85.25	78.52	82.35
Bread and other bakery products	40.6	40.6	41.0	1.76	1.76	1.65	71.39	71.60	67.72
Distilled liquors	41.4	40.6	40.7	2.42	2.41	2.36	100.18	97.71	96.16
Malt liquors	39.0	40.4	38.4	2.60	2.60	2.56	101.20	105.28	98.53
Tobacco and tobacco products	39.4	35.2	38.6	1.98	2.11	1.91	78.10	74.08	73.83
Rubber products	41.9	39.4	42.1	2.10	2.12	2.04	88.08	83.50	85.76
Leather products	40.6	35.9	41.5	1.43	1.42	1.36	57.85	51.02	56.27
Boots and shoes (except rubber)	40.7	35.3	41.6	1.39	1.38	1.32	56.59	48.76	54.77
Other leather products	40.2	37.0	41.1	1.50	1.50	1.45	60.36	55.45	59.50
Textile products (except clothing)	42.2	39.0	42.9	1.59	1.59	1.51	67.19	62.23	64.79
Cotton yarn and broad woven goods	41.4	38.3	42.5	1.62	1.63	1.53	67.14	62.49	65.22
Woollen goods	42.9	39.4	42.6	1.45	1.44	1.40	62.22	56.61	59.46
Synthetic textiles and silk	43.1	39.9	43.5	1.71	1.73	1.61	73.59	68.81	70.13
Clothing (textile and fur)	38.6	34.4	39.3	1.36	1.34	1.30	52.35	45.96	51.13
Men's clothing	38.9	34.8	39.6	1.34	1.32	1.30	52.03	45.87	51.40
Women's clothing	36.7	31.2	37.6	1.47	1.43	1.40	53.82	44.70	52.69
Knit goods	41.7	37.9	41.5	1.27	1.26	1.21	52.95	47.93	50.12
*Wood products	41.9	37.9	41.3	1.85	1.83	1.75	77.46	69.54	72.32
Saw and planing mills	41.6	37.1	40.6	1.99	1.98	1.87	82.78	73.41	75.88
Furniture	42.5	39.6	42.5	1.64	1.63	1.60	69.75	64.44	67.80
Other wood products	42.1	38.6	43.0	1.52	1.52	1.40	63.96	58.80	60.31
Paper products	41.4	40.7	41.3	2.40	2.45	2.32	99.37	99.57	95.98
Pulp and paper mills	41.6	41.8	41.5	2.59	2.66	2.50	108.04	110.89	103.87
Other paper products	40.6	37.9	40.9	1.91	1.86	1.84	77.57	70.47	75.11
Printing, publishing and allied industries	38.4	37.6	38.6	2.53	2.49	2.46	97.16	93.52	95.06
*Iron and steel products	41.6	39.1	41.7	2.36	2.31	2.28	97.88	90.33	95.13
Agricultural implements	39.7	36.3	41.9	2.44	2.40	2.40	97.11	87.08	100.62
Fabricated and structural steel	41.7	39.6	41.5	2.31	2.24	2.21	96.07	88.75	91.78
Hardware and tools	42.9	40.6	43.2	1.99	1.95	1.92	85.19	79.20	83.15
Heating and cooking appliances	40.9	38.2	40.3	2.01	1.97	1.94	82.44	75.22	78.40
Iron castings	42.2	38.3	42.3	2.29	2.24	2.19	96.80	85.91	92.62
Machinery, industrial	42.6	40.1	42.5	2.22	2.19	2.15	94.44	87.89	91.21
Primary iron and steel	40.8	39.8	40.9	2.75	2.70	2.68	112.28	107.69	109.51
Sheet metal products	41.2	37.9	41.0	2.23	2.17	2.19	92.06	82.38	89.65
Wire and wire products	42.3	38.6	42.7	2.30	2.22	2.21	97.38	85.84	94.48
*Transportation equipment	41.0	40.2	42.4	2.53	2.44	2.37	103.80	98.18	100.50
Aircraft and parts	41.4	39.7	42.4	2.37	2.33	2.31	98.23	92.23	97.75
Motor vehicles	40.1	42.0	44.1	2.89	2.66	2.64	115.77	111.49	116.57
Motor vehicle parts and accessories	43.1	40.5	43.5	2.52	2.50	2.34	108.43	101.47	101.75
Railroad and rolling stock equipment	40.4	40.2	40.4	2.32	2.28	2.20	93.71	91.77	88.92
Shipbuilding and repairing	39.9	36.8	39.9	2.39	2.35	2.24	95.34	86.54	89.52
*Non-ferrous metal products	41.3	40.5	41.3	2.33	2.40	2.26	96.28	97.37	93.44
Aluminum products	41.6	39.8	42.0	2.08	2.05	2.05	86.69	81.68	86.20
Brass and copper products	42.7	40.0	43.2	2.22	2.20	2.20	95.10	88.11	94.94
Smelting and refining	40.6	41.3	40.5	2.60	2.72	2.52	105.58	112.25	102.21
*Electrical apparatus and supplies	41.1	38.6	40.8	2.07	2.04	1.98	85.13	78.80	80.79
Heavy electrical machinery and equipment	41.5	40.1	40.8	2.29	2.30	2.19	95.22	92.34	89.57
Telecommunication equipment	40.2	38.1	39.4	1.86	1.81	1.80	74.66	69.14	70.71
*Non-metallic mineral products	42.9	40.3	42.5	2.14	2.11	2.03	91.68	85.10	86.46
Clay products	42.0	39.8	41.9	1.90	1.91	1.82	79.65	75.97	76.36
Glass and glass products	41.6	41.3	41.7	2.15	2.10	2.07	89.20	86.83	86.47
Products of petroleum and coal	42.1	42.5	41.5	2.87	2.92	2.78	121.04	124.02	115.16
Petroleum refining and products	42.1	42.6	41.5	2.90	2.95	2.80	122.22	125.49	116.20
Chemical products	41.0	40.6	41.0	2.28	2.29	2.22	93.56	92.80	91.06
Medicinal and pharmaceutical preparations	40.2	39.4	39.9	1.81	1.77	1.74	72.91	69.67	69.38
Acids, alkalis and salts	41.0	41.0	40.9	2.63	2.65	2.54	107.93	108.76	103.87
Miscellaneous manufacturing industries	41.3	38.7	41.5	1.68	1.68	1.65	69.40	65.19	68.33
Construction	**40.7**	**33.8**	**40.1**	**2.37**	**2.29**	**2.24**	**96.25**	**77.43**	**89.99**
Building and general engineering	39.9	32.1	39.6	2.57	2.51	2.42	102.63	80.65	96.03
Highways, bridges and streets	42.4	37.3	41.2	1.94	1.90	1.85	82.27	70.91	76.41
Electric and motor transportation	**44.1**	**43.3**	**43.6**	**2.12**	**2.12**	**2.06**	**93.36**	**91.64**	**89.71**
Service	**36.2**	**36.1**	**37.0**	**1.24**	**1.24**	**1.18**	**44.99**	**44.80**	**43.72**
Hotels and restaurants	35.7	35.7	36.6	1.20	1.20	1.15	42.81	42.92	42.17
Laundries and dry cleaning plants	38.7	38.9	39.4	1.18	1.17	1.11	45.63	45.67	43.61

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
April 1960	15,913	14,487	30,400	581,558	174,874	756,432
April 1961	14,098	13,802	27,900	594,904	172,884	767,788
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167r	16,364	39,531r	453,555	153,426	606,981
March 1965[1]	27,436	19,898	47,334	447,673	149,274	596,947
April 1965[1]	35,076	24,548	59,624	397,193	142,760	539,953

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

r. Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1961-1964 AND DURING MONTH MARCH 1964—MARCH 1965

(Source: National Employment Service, Department of Labour.)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—March	215,718	74,565	66,580	34,818	50,178	24,578
1964—April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March[1]	236,435	87,300	81,598	41,971	62,519	27,678

[1] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING MARCH 1965[1]

(Source: National Employment Service, Department of Labour.)

Industry Group	Male	Female	Total	Change from March 1964
Agriculture, Fishing, Trapping	**1,117**	**133**	**1,250**	**+ 189**
Forestry	**1,061**	**19**	**1,080**	**+ 85**
Mining, Quarrying and Oil Wells	**1,124**	**61**	**1,185**	**+ 396**
Metal Mining	611	8	619	+ 193
Fuels	304	26	330	+ 134
Non-Metal Mining	85	2	87	+ 68
Quarrying, Clay and Sand Pits	52	1	53	− 24
Prospecting	72	24	96	+ 25
Manufacturing	**16,981**	**7,689**	**24,670**	**+ 4,697**
Foods and beverages	1,689	1,119	2,808	+ 1,033
Tobacco and Tobacco Products	38	20	58	+ 24
Rubber Products	137	93	230	− 20
Leather Products	265	331	596	+ 102
Textile Products (except clothing)	624	412	1,036	+ 93
Clothing (textile and fur)	483	1,906	2,389	+ 240
Wood Products	2,277	298	2,575	+ 345
Paper Products	1,209	294	1,503	+ 235
Printing, Publishing and Allied Industries	751	623	1,374	+ 325
Iron and Steel Products	3,378	490	3,868	+ 617
Transportation Equipment	2,829	344	3,173	+ 375
Non-Ferrous Metal Products	539	218	757	+ 208
Electrical Apparatus and Supplies	649	547	1,196	+ 214
Non-Metallic Mineral Products	604	86	690	+ 221
Products of Petroleum and Coal	101	21	122	+ 49
Chemical Products	760	370	1,130	+ 337
Miscellaneous Manufacturing Industries	648	517	1,165	+ 299
Construction	**10,307**	**193**	**10,500**	**+ 3,337**
General Contractors	6,890	102	6,992	+ 2,422
Special Trade Contractors	3,417	91	3,508	+ 915
Transportation, Storage and Communication	**4,316**	**391**	**4,707**	**+ 1,278**
Transportation	3,773	200	3,973	+ 1,084
Storage	413	46	459	+ 124
Communication	130	145	275	+ 70
Public Utility Operation	**214**	**62**	**276**	**− 10**
Trade	**9,212**	**4,625**	**13,837**	**+ 1,575**
Wholesale	3,924	1,148	5,072	+ 820
Retail	5,288	3,477	8,765	+ 755
Finance, Insurance and Real Estate	**718**	**1,161**	**1,879**	**+ 400**
Service	**17,469**	**13,344**	**30,813**	**+ 3,494**
Community or Public Service	1,010	1,588	2,598	+ 700
Government Service	8,255	766	9,021	− 1,283
Recreation Service	376	182	558	− 9
Business Service	1,692	674	2,366	+ 938
Personal Service	6,136	10,134	16,270	+ 3,148
GRAND TOTAL	**62,519**	**27,678**	**90,197**	**+ 15,441**

[1] Preliminary.

TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX AS AT MARCH 31, 1965[1]

(Source: National Employment Service, Department of Labour.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and Managerial Workers	8,737	2,016	10,753
Clerical Workers	19,976	45,955	65,931
Sales Workers	8,421	19,137	27,558
Personal and Domestic Service Workers	43,611	31,109	74,720
Seamen	4,137	105	4,242
Agriculture, Fishing, Forestry (Ex. log.)	8,961	1,051	10,012
Skilled and Semi-Skilled Workers	195,719	17,948	213,667
Food and kindred products (incl. tobacco)	1,650	665	2,315
Textiles, clothing, etc.	2,179	10,416	12,595
Lumber and lumber products	30,785	146	30,931
Pulp, paper (incl. printing)	1,426	518	1,944
Leather and leather products	1,115	897	2,012
Stone, clay and glass products	600	32	632
Metalworking	10,902	982	11,884
Electrical	2,005	1,006	3,011
Transportation equipment	454	52	506
Mining	1,698	—	1,698
Construction	57,293	12	57,305
Transportation (except seamen)	41,925	124	42,049
Communications and public utility	821	2	823
Trade and service	5,399	1,860	7,259
Other skilled and semi-skilled	24,687	947	25,634
Foremen	4,996	273	5,269
Apprentices	7,784	16	7,800
Unskilled workers	158,111	31,953	190,064
Food and tobacco	7,097	10,207	17,304
Lumber and lumber products	18,958	488	19,446
Metalworking	4,081	712	4,793
Construction	85,664	6	85,670
Other unskilled workers	42,311	20,540	62,851
GRAND TOTAL	447,673	149,274	596,947

[1] Preliminary.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT MARCH 31, 1965

(Source: National Employment Service, Department of Labour).

Office	Registrations on Hand	
	(1) March 31, 1965	Previous Year March 31, 1964
Newfoundland	**28,337**	**30,397**
Corner Brook	5,940	6,196
Grand Falls	3,358	3,195
St. John's	19,039	21,006
Prince Edward Island	**5,224**	**5,681**
Charlottetown	3,443	3,637
Summerside	1,781	2,044
Nova Scotia	**29,828**	**37,728**
Amherst	1,190	1,265
Bridgewater	1,890	2,185
Halifax	5,845	6,981
Inverness	1,201	1,254
Kentville	3,290	3,588
Liverpool	667	872
New Glasgow	3,221	4,446
Springhill	983	1,205
Sydney	4,549	8,288
Sydney Mines	1,733	1,846
Truro	1,945	2,204
Yarmouth	3,314	3,594
New Brunswick	**32,058**	**34,509**
Bathurst	6,204	6,803
Campbellton	3,223	3,102
Edmundston	2,654	2,851
Fredericton	1,986	2,248
Minto	412	458
Moncton(2)	7,672	8,281
Newcastle	3,708	3,348
Saint John	2,844	3,352
St. Stephen	1,107	1,611
Sussex	612	740
Woodstock	1,636	1,915
Quebec	**200,781**	**217,374**
Alma	2,249	2,441
Asbestos	904	969
Baie Comeau	1,489	1,243
Beauharnois	1,261	1,412
Buckingham	1,417	1,551
Causapscal	3,065	3,359
Chandler	2,569	2,898
Chicoutimi	2,630	3,014
Cowansville	496	516
Dolbeau	2,240	2,382
Drummondville	2,504	2,418
Farnham	558	545
Forestville	1,236	1,718
Gaspé	1,855	2,597
Granby	2,363	2,289
Hull	5,042	5,242
Joliette	4,609	4,845
Jonquière	2,807	2,686
Lachute	956	1,011
Lac-Megantic	1,788	1,671
La Malbaie	2,898	3,050
La Tuque	1,079	1,146
Lévis	4,689	5,203
Louiseville	1,482	1,581
Magog	948	810
Maniwaki	1,597	1,526
Matane	3,503	3,465
Mont-Laurier	1,566	1,523
Montmagny	2,716	2,864
Montréal	54,730	63,845
New Richmond	2,166	2,683
Port Alfred	1,759	1,860
Québec	15,564	16,576
Rimouski	4,693	5,088
Rivière-du-Loup	6,784	6,589
Roberval	1,699	1,802
Rouyn	3,148	3,923
Ste. Agathe des Monts	1,564	1,668
Ste. Anne de Bellevue	1,537	1,340
Ste. Thérèse	2,321	2,612
St. Hyacinthe	2,364	2,340
St. Jean	2,529	2,266
St. Jerome	2,085	2,102
Sept-Iles	2,219	2,407
Shawinigan	5,170	5,494
Quebec—Concluded		
Sherbrooke	6,275	6,018
Sorel	2,169	2,119
Thetford Mines	2,294	2,132
Trois-Rivières	5,567	6,141
Val-d'Or	2,274	3,092
Valleyfield	2,741	2,291
Victoriaville	2,420	2,575
Ville St. Georges	4,193	4,436
Ontario	**164,413**	**183,426**
Arnprior	403	475
Barrie	1,342	1,639
Belleville	2,096	2,240
Bracebridge	1,410	1,546
Brampton	1,648	1,372
Brantford	1,889	2,118
Brockville	672	699
Carleton Place	450	381
Chatham	2,088	2,257
Cobourg	966	873
Collingwood	1,060	868
Cornwall	2,787	3,267
Elliot Lake	462	477
Fort Erie	570	737
Fort Frances	1,054	1,130
Fort William	2,484	3,359
Galt	1,161	1,077
Gananoque	318	370
Goderich	571	664
Guelph	1,233	1,308
Hamilton	10,278	12,730
Hawkesbury	1,038	1,230
Kapuskasing	849	1,286
Kenora	1,554	1,341
Kingston	2,262	2,188
Kirkland Lake	920	938
Kitchener	2,083	2,510
Leamington	956	1,225
Lindsay	711	789
Listowel	338	413
London	4,524	4,797
Long Branch	3,375	3,652
Midland	1,405	1,223
Napanee	671	783
New Liskeard	434	561
Newmarket	1,419	1,449
Niagara Falls	2,237	2,761
North Bay	1,834	2,333
Oakville	769	827
Orillia	1,123	1,035
Oshawa	4,231	4,451
Ottawa	6,649	8,077
Owen Sound	1,759	1,728
Parry Sound	577	769
Pembroke	2,022	2,342
Perth	798	716
Peterborough	2,853	3,259
Picton	550	552
Port Arthur	3,617	4,988
Port Colborne	638	814
Prescott	863	972
Renfrew	605	612
St. Catharines	3,509	3,740
St. Thomas	1,125	954
Sarnia	2,165	2,746
Sault Ste. Marie	2,633	3,358
Simcoe	1,565	1,677
Smiths Falls	520	596
Stratford	716	628
Sturgeon Falls	887	1,223
Sudbury	3,387	4,928
Tillsonburg	570	690
Timmins	2,283	2,219
Toronto	42,319	44,989
Trenton	879	883
Walkerton	763	949
Wallaceburg	622	784
Welland	1,892	2,064
Weston	3,387	3,422
Windsor	5,779	6,522
Woodstock	806	846

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT MARCH 31, 1965

(Source: National Employment Service, Department of Labour).

Office	Registrations on Hand	
	(1) March 31, 1965	Previous Year March 31, 1964
Manitoba	**26,293**	**29,801**
Brandon	2,453	2,618
Dauphin	1,661	2,008
Flin Flon	197	236
Portage la Prairie	1,352	1,424
The Pas	515	525
Winnipeg	20,115	22,990
Saskatchewan	**21,021**	**21,672**
Estevan	433	484
Lloydminster	514	472
Moose Jaw	1,632	1,501
North Battleford	1,547	1,510
Prince Albert	2,577	2,764
Regina	5,259	5,297
Saskatoon	4,959	5,195
Swift Current	1,053	995
Weyburn	451	466
Yorkton	2,596	2,988
Alberta	**31,355**	**37,000**
Blairmore	476	500
Calgary	9,567	11,561
Drumheller	576	752
Edmonton	13,573	16,713
Edson	320	520
Grande Prairie	1,032	954
Lethbridge	2,752	2,810
Medicine Hat	1,392	1,475
Red Deer	1,667	1,715
British Columbia	**57,637**	**63,020**
Chilliwack	1,639	2,061
Courtenay	846	1,048
Cranbrook	1,333	1,389
Dawson Creek	1,418	1,495
Duncan	536	685
Kamloops	2,065	1,917
Kelowna	2,120	1,857
Mission City	939	1,265
Nanaimo	726	954
Nelson	885	966
New Westminster	7,237	8,699
Penticton	2,439	2,199
Port Alberni	624	824
Prince George	1,742	1,737
Prince Rupert	1,523	1,725
Quesnel	1,056	967
Trail	937	1,031
Vancouver	23,634	25,158
Vernon	2,148	2,032
Victoria	3,271	4,384
Whitehorse	519	627
CANADA	**596,947**	**660,608**
Males	447,673	511,312
Females	149,274	149,296

(1) Preliminary.

(2) Includes 1,478 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208, February 1965 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—January	4,439,000	3,891,200	547,800
1964—December	4,475,000	3,996,800	478,200
November	4,369,000	4,094,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, FEBRUARY 26, 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

(Counted on last working day of the month)

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	Jan. 29, 1965	Feb. 28, 1964
CANADA	559,234	169,305	301,901	64,526	23,502	547,842	607,144
Male	428,871	130,861	243,554	41,409	13,047	419,881	473,781
Female	130,363	38,444	58,347	23,117	10,455	127,961	133,363
Newfoundland	35,804	6,860	25,603	2,834	507	33,842	37,058
Male	33,546	6,244	24,607	2,390	305	31,812	34,545
Female	2,258	616	996	444	202	2,030	2,513
Prince Edward Island	6,866	907	5,489	414	56	6,740	7,105
Male	5,630	710	4,576	308	36	5,515	5,941
Female	1,236	197	913	106	20	1,225	1,164
Nova Scotia	35,149	8,566	22,003	3,204	1,376	33,831	37,611
Male	29,483	6,911	19,219	2,340	1,013	28,753	32,148
Female	5,666	1,655	2,784	864	363	5,078	5,463
New Brunswick	35,331	7,742	22,869	3,830	890	33,785	36,990
Male	28,832	6,561	19,370	2,416	485	27,322	30,301
Female	6,499	1,181	3,499	1,414	405	6,463	6,689
Quebec	174,374	60,856	86,384	19,292	7,842	164,245	186,445
Male	141,413	51,466	72,506	13,343	4,098	130,526	151,747
Female	32,961	9,390	13,878	5,949	3,744	33,719	34,698
Ontario	142,636	46,403	69,703	18,103	8,427	137,803	165,567
Male	94,180	31,690	47,924	9,929	4,637	91,106	117,309
Female	48,456	14,713	21,779	8,174	3,790	46,697	48,258
Manitoba	24,825	7,068	13,669	3,607	481	26,544	26,859
Male	19,052	5,201	11,121	2,390	340	19,771	20,398
Female	5,773	1,867	2,548	1,217	141	6,773	6,461
Saskatchewan	20,072	5,113	12,231	2,313	415	19,275	20,361
Male	15,797	3,826	10,328	1,450	193	15,619	16,353
Female	4,275	1,287	1,903	863	222	3,656	4,008
Alberta	28,119	8,632	14,159	4,193	1,135	27,506	33,122
Male	21,522	6,573	11,465	2,773	711	21,247	25,886
Female	6,597	2,059	2,694	1,420	424	6,259	7,236
British Columbia	56,058	17,158	29,791	6,736	2,373	64,271	56,026
Male	39,416	11,679	22,438	4,070	1,229	48,210	39,153
Female	16,642	5,479	7,353	2,666	1,144	16,061	16,873

*The bulk of the cases in this group were on claim from 27–39 weeks.

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, FEBRUARY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,396	4,401	995	6,093	4,851	1,242	2,255
Prince Edward Island	905	774	131	1,163	988	175	238
Nova Scotia	7,518	5,664	1,854	8,990	7,662	1,328	2,025
New Brunswick	7,253	5,911	1,342	7,918	6,622	1,296	2,596
Quebec	55,867	41,758	14,109	61,919	50,786	11,133	22,123
Ontario	47,593	36,748	10,845	52,723	41,499	11,224	17,472
Manitoba	6,537	5,224	1,313	7,438	6,122	1,316	2,195
Saskatchewan	4,368	3,724	644	5,146	4,072	1,074	1,307
Alberta	8,431	6,515	1,916	9,602	7,373	2,229	2,588
British Columbia (incl. Yukon Territory)	16,131	12,030	4,101	18,695	14,371	4,324	5,532
Total, Canada, February 1965	159,999	122,749	37,250	179,687	144,346	35,341	58,331
Total, Canada, January 1965	230,167	181,035	49,132	280,230	228,790	51,440	78,019
Total, Canada, February 1964	171,591	129,237	42,354	183,784	149,699	34,085	57,859

*In addition, revised claims received numbered 44,951.

†In addition, 46,188 revised claims were disposed of. Of these, 4,606 were special requests not granted and 2,259 appeals by claimants. There were 11,656 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, FEBRUARY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	140,372	3,279,016
Prince Edward Island	24,146	552,332
Nova Scotia	114,698	2,592,029
New Brunswick	108,258	2,523,553
Quebec	545,144	13,083,115
Ontario	466,254	11,526,757
Manitoba	79,863	2,030,516
Saskatchewan	64,789	1,640,872
Alberta	86,086	2,192,100
British Columbia (including Yukon Territory)	189,640	5,012,527
Total, Canada, February 1965	1,819,250	45,332,817
Total, Canada, January 1965	1,592,516	39,845,936
Total, Canada, February 1964	2,013,817	50,127,417

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	168.0	151.8	120.2
1964—April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	174.6	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	176.1	153.5	121.9

NOTE: 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1965

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	March 1964	Feb. 1965	March 1965							
St. John's, Nfld.[a]	120.4	122.5	122.7	119.1	116.0	116.6	121.1	165.6	149.6	115.9
Halifax	131.6	133.0	133.0	127.5	133.9	130.0	139.2	168.8	171.2	125.9
Saint John	134.3	135.6	135.9	132.3	133.8	129.0	145.5	190.4	155.8	125.7
Montreal	134.5	136.4	136.4	138.8	135.7	111.9	162.5	183.4	154.5	125.3
Ottawa	135.5	137.2	137.2	134.0	137.5	125.0	158.7	180.6	150.5	126.7
Toronto	136.4	138.6	138.6	132.2	141.1	127.7	142.6	172.7	190.2	123.9
Winnipeg	131.7	134.4	134.7	132.9	130.1	125.7	139.3	188.3	142.2	138.3
Saskatoon-Regina	128.9	130.8	130.8	130.0	128.8	133.4	136.0	149.0	148.5	120.6
Edmonton-Calgary	127.8	129.0	128.8	124.1	127.4	128.9	132.6	171.4	144.8	120.6
Vancouver	132.1	134.3	134.8	132.1	136.1	123.6	147.8	156.0	153.2	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964: March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965: January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	3	418	2,590
Manufacturing	36	12,779	97,540
Construction	7	347	760
Transpn. & utilities	2	567	12,380
Trade	5	107	1,140
Finance	...	...	...
Service	2	44	850
Public administration	...	...	...
All industries	55	14,262	115,260

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	3	373	520
New Brunswick	...	...	...
Quebec	6	478	1,720
Ontario	32	12,025	94,780
Manitoba	...	...	...
Saskatchewan	1	42	120
Alberta	1	35	780
British Columbia	11	759	5,160
Federal	1	550	12,180
All jurisdictions	55	14,262	115,260

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
MINES						
Metal						
Noranda Mines (Boss Mountain Div.), Boss Mountain, B.C.	Teamsters Loc. 213 (Ind.)	123	2,210	2,210	Mar. 8	Wages, institution of contract terms and conditions in effect in other operations~
Mineral Fuels						
Dominion Coal (MacBean Mine), Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	256	260	260	Mar. 9 Mar. 10	Disagreement with task crews~Return of workers, grievance to be discussed with both parties.
MANUFACTURING						
Food and Beverages						
Presswood Bros., Toronto, Ont.	Packinghouse Workers Loc. 716 (AFL-CIO/CLC)	192	380	380	Jan. 11 Mar. 3	Wages, hours~$30. in lieu of retroactive pay from May 1, 1964, 6¢ an hr. increase Mar. 4, 1965, 6¢ Sep. 1, 1965, truck drivers and some other classifications to receive special increments.
Textiles						
DuPont of Canada, Kingston, Ont.	District 50 (UMWA) Loc. 13160 (Ind.)	1,700 (100)	24,650	26,350	Feb. 25 Mar. 19	Wages, closed shop, other changes~12¢ an hr. increase retroactive to Oct. 21, 1964, 9¢ an hr. 2nd-yr., 6¢ an hr. for the final six month period; company to contribute half the cost of safety shoes, one additional statutory holiday.
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	839	19,280	162,170	July 9	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	110	440	15,760	Aug. 19 Mar. 5	Wages, other improvements ~Replacement of workers.
Metal Fabricating						
American Can, Vancouver, B.C.	Steelworkers Loc. 2821 (AFL-CIO/CLC)	256	1,150	1,150	Mar. 1 Mar. 8	Wages~Return of workers.
Continental Can, Toronto, Ont.	Steelworkers Locs. 4025 & 2514 (AFL-CIO/CLC)	728	1,260	1,260	Mar. 2 Mar. 4	Signing a new agreement~ Return of workers.
American Can, Vancouver, B.C.	Steelworkers Loc. 2821 (AFL-CIO/CLC)	244	370	370	Mar. 18 Mar. 22	Wages, sympathy with U.S. parent union~10¢ an hr. increase retroactive to Oct. 1, 1964, 7¢ an hr. Dec. 1, 1966; improved welfare benefits.
Transportation Equipment						
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000	30,000	162,000	Jan. 28 Mar. 8	Wages, production standards ~Wage increases for unskilled workers 11¢, 6¢ and 7¢ in each of the three years respectively, for skilled workers 19¢ 1st-yr., 7¢ 2nd-yr. and 8¢ 3rd-yr.; improved welfare benefits.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
Bendix-Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	316	7,270	12,010	Feb. 8	Wages~
National Auto Radiator, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	298	3,870	3,870	Mar. 15	Wages~
Canadian Acme Screw and Gear, Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	857	2,570	2,570	Mar. 17 Mar. 22	Wages, pension and welfare plans~3¢ an hr. increase for incentive workers, 4¢ an hr. for day workers, 6¢ an hr. for skilled trades; improved pension and welfare plans.
Electrical Products						
Canadian Electric Box and Stampings, Scarborough, Ont.	U.E. (Ind.)	100	100	100	Mar. 12 Mar. 15	Wages, delayed negotiations ~Return of workers.
Non-Metallic Mineral Products						
Fiberglas Canada, Sarnia, Ont.	Oil Workers Loc. 9-351 (AFL-CIO/CLC)	340	680	680	Mar. 5 Mar. 8	Working conditions~Return of workers on instruction of union.
Chemical Products						
Union Carbide Canada, Melocheville, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	220 (16)	440	440	Mar. 8 Mar. 9	Reduction of manpower on specific tasks~Return to previous number of men for specific tasks, study of problem by representatives from each party; referral to arbitration if necessary.
CONSTRUCTION						
Robertson Yates Corporation, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	119	300	300	Mar. 22 Mar. 25	Refusal to cross picket line of another union on project~ Pickets withdrawn when interim injunction issued.
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	12,180	35,360	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY, 1928-1964

Year	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries, Oil Wells	Manufacturing	Construction	Transportation, Communication Other Utilities	Trade	Finance, Insurance, Real Estate	Service	Unspecified	Total
1928	194	176	43	260	201	250	387	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	366	58	1	114	.....	1,766
1930	122	175	36	258	196	324	369	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	249	43	3	97	.....	1,188
1932	154	73	30	123	116	124	217	51	2	83	1	974
1933	111	91	36	112	103	65	176	48	3	63	.....	808
1934	151	114	47	144	103	118	185	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	209	44	1	66	.....	1,009
1936	127	133	57	181	112	105	254	45	2	86	2	1,104
1937	156	149	52	201	157	170	250	46	1	65	.....	1,247
1938	156	143	30	253	136	154	185	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	206	44	.....	70	.....	1,071
1940	127	177	34	175	144	173	261	51	1	65	.....	1,208
1941	144	178	24	262	263	176	347	65	1	93	.....	1,553
1942	107	170	34	199	315	227	339	44	1	84	.....	1,520
1943	99	151	49	213	310	154	350	59	1	79	.....	1,465
1944	109	137	34	159	271	100	281	53	1	59	.....	1,204
1945	114	166	20	188	269	127	316	52	.....	88	5	1,345
1946	119	145	41	174	346	132	259	53	3	99	7	1,378
1947	117	192	30	190	265	170	329	57	8	110	8	1,476
1948	94	171	30	194	268	182	293	45	3	106	1	1,387
1949[1]	113	141	32	201	249	152	291	43	2	131	4	1,359
1950	58	160	42	173	243	156	254	54	.....	119	.....	1,259
1951	97	179	20	188	219	213	271	49	3	130	.....	1,369
1952	102	176	21	212	228	248	284	44	1	102	.....	1,418
1953	114	167	33	187	242	223	213	58	4	80	.....	1,321
1954	100	168	31	204	207	238	219	53	3	73	.....	1,296
1955	88	183	32	179	219	243	253	50	5	74	.....	1,326
1956	106	197	18	250	200	312	258	56	1	64	.....	1,462
1957	92	141	23	185	209	340	249	66	2	80	.....	1,387
1958	97	129	38	231	166	281	194	40	4	89	.....	1,269
1959	101	143	72	175	195	297	215	50	2	76	.....	1,326
1960	69	131	27	180	186	199	190	51	2	99	.....	1,134
1961	68	99	40	135	178	238	188	52	1	87	.....	1,086
1962	62	127	12	151	216	204	209	58	2	94	.....	1,135
1963	49	122	34	163	222	234	210	61	1	137	.....	1,233
1964[2]	72	150	37	159	228	250	222	55	2	105	.....	1,280

[1] The data for years up to and including 1948 cover also deaths that occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned.

[2] These figures are preliminary. They include 1,045 fatalities reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 235 on which information was obtained from other sources. The 235 fatalities reported from other sources were distributed as follows: Agriculture 67; Forestry 20; Fishing and Trapping 32; Mines, Quarries, and Oil Wells 10; Manufacturing 12; Construction 16; Transportation, Communication and Other Utilities 55; Trade 6; Service 17.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRY AND OCCUPATION, 1963 AND 1964

Occupation	1964[1]											1963[2]											
	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Total	Per Cent of Total	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Total	Per Cent of Total
Managerial	....	1	...	.....	13	6	7	9	..	5	41	3.2	..	3	....	4	10	13	5	5	1	7	48	3.9
Professional and Technical	1	3	....	4	14	4	4	1	....	11	42	3.3	....	.....	.....	2	14	1	6	2	....	19	44	3.6
Clerical	....	2	....	1	2	2	3	1	....	2	13	1.0	....	.....	.....	.....	5	.....	.....	1	....	4	10	0.8
Sales	....	.....	.....	.....	8	.....	1	9	....	3	21	1.6	....	.....	.....	1	.....	.....	1	16	....	1	19	1.5
Service and Recreation	....	1	4	2	5	2	3	1	2	34	54	4.2	....	....	1	1	2	.....	6	2	....	42	54	4.4
Transportation and Communication	..	13	14	7	18	14	138	11	...	11	226	17.6	...	7	6	3	21	20	126	14	....	20	217	17.6
Farmers and Farm Workers	71	.....	....	1	.....	.....	.....	.....	.....	1	73	5.7	49	.....	.....	3	.....	.....	.....	.....	.....	1	53	4.3
Loggers, Fishermen and Related Workers	....	113	19	.....	6	....	.....	...	....	1	139	10.9	....	88	27	....	2	.....	1	....	....	2	120	9.7
Miners, Quarrymen and Related Workers	....	1	....	138	5	3	....	.	...	1	148	11.6	.	2	..	131	8	8	1	....	...	1	151	12.3
Craftsmen, Production Process and Related Workers	....	16	..	6	154	123	61	19	...	24	403	31.5	...	22	.	18	158	104	52	6	..	19	379	30.7
Labourers, N.E.S.	....	....	....	.....	3	96	5	4	....	12	120	9.4	....	..	..	....	2	88	12	15	...	21	138	11.2
Total	**72**	**150**	**37**	**159**	**228**	**250**	**222**	**55**	**2**	**105**	**1,280***	**100.0**	**49**	**122**	**34**	**163**	**222**	**234**	**210**	**61**	**1**	**137**	**1,233**	**100.0**
Per Cent of Total	**5.6**	**11.7**	**2.9**	**12.4**	**17.8**	**19.5**	**17.4**	**4.3**	**0.2**	**8.2**	**100.0**	.....	**4.0**	**9.9**	**2.8**	**13.2**	**18.0**	**19.0**	**17.0**	**4.9**	**0.1**	**11.1**	**100.0**	.....

(1) Preliminary.
(2) Revised
* See footnote (2), Table H-1—

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND TYPE OF ACCIDENT, 1963 AND 1964

Type of Accident	1964[1]												1963[2]											
	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries, and Oil Wells	Manufacturing	Construction	Transportation, Communication & Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication & Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL
Striking Against and Stepping on Objects:																								
Tools	....	....	....	....	1	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....
Machinery	....	....	....	....	2	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	....	....	....
Belts, pulleys, chains, lines, etc.	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Working materials	....	1	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....
Nails and spikes	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1
Buildings and structures (including parts of these such as doors, windows, etc.)	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Working surfaces	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Miscellaneous	....	....	....	....	1	....	3	....	....	....	....	4	....	....	....	....	....	1	....	....	....	1	....	2
Total	....	**1**	....	....	**4**	....	**3**	....	....	....	....	**8**	....	....	....	....	....	**1**	....	....	....	**2**	....	**3**
Struck by:																								
Tools	....	....	....	....	....	1	....	....	....	1	....	2	....	1	....	....	....	....	....	....	....	1	....	2
Machinery	1	1	....	1	2	3	1	1	....	....	....	10	1	....	....	1	4	3	1	1	....	....	....	11
Belts, pulleys, chains, lines, etc.	....	3	1	3	1	1	2	1	....	....	....	12	....	2	....	....	1	....	2	....	....	....	....	5
Cranes, derricks, other hoisting or conveying apparatus	....	....	....	....	2	7	3	....	....	....	....	12	....	....	....	1	3	5	1	2	....	....	....	12
Automobiles or trucks	2	1	....	....	4	12	1	1	....	2	....	23	....	1	....	1	3	9	....	....	....	9	....	23
Tractors, loadmobiles, etc.	....	....	....	....	1	7	....	....	....	....	....	8	....	1	....	1	1	1	1	....	....	....	....	5
Mine or quarry cars	....	....	....	....	....	....	1	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....
Trains or other railway vehicles	....	....	....	....	2	....	11	....	....	2	....	15	....	....	....	....	....	....	7	....	....	....	....	7
Streetcars	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Other motor-driven transportation vehicles, N.E.C.	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
Man-powered vehicles and craft	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	1	....	3
Objects thrown or kicked back by tools	....	1	....	1	....	1	....	....	....	....	....	3	....	....	....	2	1	....	....	....	....	....	....	3
Objects thrown or kicked back by machines	....	1	....	3	5	2	....	....	....	....	....	11	....	1	....	1	2	....	....	1	....	2	....	7
Objects being hoisted or conveyed	....	2	....	1	6	6	2	1	....	....	....	18	....	1	1	1	5	9	4	....	....	1	....	22
Objects falling or flying in mines and quarries	....	....	....	19	....	1	....	....	....	....	....	20	....	....	....	17	1	....	....	....	....	....	....	18
Materials being handled by fellow worker	....	1	....	....	....	1	....	....	....	....	....	2	....	....	....	....	....	1	....	....	....	....	....	1
Materials being handled by victim	....	....	....	....	1	2	....	1	....	....	....	4	....	2	....	1	1	4	....	1	....	....	....	9
Materials falling from stockpiles and loads	1	15	....	3	8	3	2	2	....	....	....	34	....	17	....	2	7	5	8	1	....	1	....	41
Another person (other than acts of violence)	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Animals	....	....	....	....	2	....	....	....	....	....	....	2	2	....	....	....	....	....	....	....	....	1	....	3
Falling trees or limbs	2	52	....	....	3	3	1	....	....	2	....	63	....	49	....	....	1	1	....	1	....	4	....	56
Landslides or cave-ins	1	2	....	14	7	30	2	....	....	5	....	61	....	3	....	9	....	21	1	....	....	8	....	42
Flying particles	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....
Animal-drawn vehicles	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Miscellaneous	1	....	....	1	6	5	2	....	....	1	....	16	1	1	....	1	3	4	....	....	....	2	....	12
Total	8	79	1	47	50	85	28	7	....	13	....	318	5	80	1	38	33	64	25	7	....	30	....	283

Caught In, On or Between:																								
Machinery	1	1	...	1	10	3	...	...	...	2	...	18	3	1	...	3	10	5	...	...	...	...	...	22
Belts, pulleys, chains, lines, etc.	2	2	1	...	3	...	...	1	...	...	...	9	...	...	...	2	1	1	1	...	...	...	...	5
Elevators, hoisting and conveying apparatus	...	...	...	1	6	1	...	1	...	...	...	9	...	1	...	1	2	4	1	2	...	...	...	11
Buildings and structures (including parts of these such as doors, windows, etc.)	...	...	...	1	...	...	...	...	...	...	...	1	1	...	...	...	...	...	...	...	...	...	...	1
Automobiles and trucks	1	...	...	3	3	3	8	5	...	1	...	24	...	1	...	2	4	7	10	3	...	3	...	30
Tractors, loadmobiles, etc.	31	11	...	2	6	9	3	3	...	2	...	67	19	4	...	4	2	11	4	1	...	2	...	47
Mine and quarry cars	...	...	...	2	...	...	...	...	...	...	...	2	...	...	...	10	...	...	...	...	...	...	...	10
Trains or other railway vehicles	...	...	...	1	...	...	2	...	...	...	...	3	...	...	...	...	1	1	5	...	...	...	...	7
Streetcars	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Miscellaneous transportation vehicles and craft	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...	1	2	1	...	...	1	...	5
Materials in use or stored in plant	...	...	...	...	1	...	...	...	...	...	...	1	...	1	...	4	...	...	...	...	...	...	...	5
Objects in, water (e.g., logs, caught between boat and wharf)	...	2	...	...	...	...	...	...	...	...	...	2	...	3	...	...	...	...	...	...	...	...	...	3
Miscellaneous	...	...	...	...	3	1	...	...	...	1	...	5	1	1	1	1	1	1	1	...	...	...	...	7
Total	**35**	**16**	**1**	**11**	**32**	**18**	**13**	**10**	**...**	**6**	**...**	**142**	**24**	**12**	**1**	**23**	**25**	**31**	**24**	**7**	**...**	**6**	**...**	**153**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)																								
Involving steam railways	...	1	...	1	5	2	17	3	...	2	...	31	1	1	...	5	6	4	13	4	...	3	...	37
Involving street railways	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Involving automobiles and trucks	4	8	...	14	28	24	54	17	...	19	...	168	2	5	...	4	26	19	45	22	...	20	...	143
Involving tractors, loadmobiles, etc.	10	1	...	2	4	2	8	1	...	3	...	31	5	1	...	...	1	7	10	3	...	3	...	30
Involving mine and quarry cars	...	...	...	1	...	...	...	...	...	...	...	1	...	...	...	1	...	...	...	...	...	...	...	1
Involving water craft	...	1	...	...	...	...	3	...	...	...	...	4	...	...	3	...	...	...	4	...	...	2	...	9
Involving aircraft	...	3	1	2	2	4	9	...	...	1	...	22	1	1	2	...	5	3	26	4	...	14	...	56
Involving other transport agencies	...	...	...	...	...	...	4	...	...	1	...	5	...	1	...	...	...	1	...	...	...	1	...	3
Involving elevators and other hoisting and conveying apparatus	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...
Involving animal-drawn vehicles and implements	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	1	...	2
Involving miscellaneous agencies	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	1	...	...	1	...	3
Total	**14**	**14**	**1**	**20**	**39**	**33**	**95**	**21**	**...**	**26**	**...**	**263**	**9**	**9**	**5**	**10**	**40**	**34**	**99**	**33**	**...**	**45**	**...**	**284**
Falls and Slips																								
(a) falls on same level																								
Due to rough ground or floor surfaces	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	2	...	...	...	...	1	...	3
Due to collapse of resistance	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	1
Due to tripping over or stepping on object	...	...	...	...	...	1	...	...	...	...	...	1	...	1	...	...	...	1	...	...	...	1	...	3
Due to slippery surface	...	...	...	...	2	1	2	...	...	1	...	6	...	...	...	...	2	...	...	2	...	2	...	6
Due to slipping while handling materials	...	1	...	...	...	...	...	...	...	...	...	1	...	...	...	...	1	...	...	...	...	...	...	1
Due to slipping while operating machines	...	1	...	...	1	...	...	...	...	...	...	2	...	...	...	...	1	...	...	...	...	...	...	1
Due to physical condition of workman	...	1	...	5	6	4	5	3	1	3	...	28	...	1	1	3	2	2	2	1	...	6	...	18
Due to vehicles in motion (other than struck by, collision, etc.)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	2	...	...	...	...	...	2
Miscellaneous	...	...	...	1	...	1	...	1	...	1	...	4	...	...	...	2	...	...	...	...	...	...	...	2
Sub Total	**...**	**3**	**...**	**6**	**9**	**7**	**7**	**4**	**1**	**5**	**...**	**42**	**...**	**2**	**1**	**5**	**8**	**6**	**2**	**3**	**...**	**10**	**...**	**37**

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1963 AND 1964 (concluded)

Type of Accident	1964[1]											1963[2]										
	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries, and Oil Wells	Manufacturing	Construction	Transportation, Communication & Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication & Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL
(b) falls to different levels																								
From ladders or stairs	....	....	....	....	2	3	2	1	....	3	....	11	....	....	....	1	4	6	2	....	1	1	....	15
From scaffolds and stagings	1	....	....	....	4	12	2	2	....	1	....	22	....	....	....	3	2	17	....	....	....	1	....	23
From platforms, ramps and stationary vehicles	....	....	....	....	2	3	....	....	....	1	....	6	....	....	....	....	....	6	2	....	....	1	....	9
From buildings, roofs and towers	....	....	....	....	....	15	3	....	....	6	....	24	1	....	....	....	12	16	....	1	....	5	....	35
From bridges, trestles and catwalks	....	....	....	....	1	4	2	1	....	....	....	8	....	....	....	....	2	4	1	....	....	1	....	8
From poles, trees, logs and stumps	....	....	....	....	1	1	4	....	....	....	....	6	....	1	....	....	....	1	2	....	....	....	....	4
From stockpiles and loads	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	1	2	....	....	....	....	4
From moving railway vehicles	....	1	....	....	....	....	6	....	....	....	....	7	....	....	....	....	....	....	3	....	....	....	....	3
From other moving transportation vehicles	....	....	....	....	1	2	1	....	....	2	....	6	1	1	....	....	1	....	....	....	....	2	....	5
Into holds and vessels	....	....	....	....	1	....	6	1	....	....	....	8	....	....	....	....	3	....	2	....	....	....	....	5
Into shafts, pits, excavations, etc.	....	....	....	8	2	9	1	....	....	1	....	21	....	....	....	10	2	6	....	....	....	1	....	19
Into rivers, lakes, sea or harbours	1	28	31	1	4	6	6	....	....	11	....	88	1	12	23	2	5	2	15	....	....	8	....	68
Into storage bunkers	....	....	....	....	....	....	2	1	....	....	....	3	....	....	....	....	....	....	2	1	....	....	....	3
Into tanks, vats or kilns	....	....	....	....	3	....	....	....	....	....	....	3	....	....	....	....	2	....	....	....	....	....	....	2
Miscellaneous falls to different levels	....	....	....	....	6	3	4	....	....	1	....	14	1	....	....	2	2	6	2	....	....	2	....	15
Sub Total	**2**	**29**	**31**	**9**	**27**	**58**	**39**	**6**	....	**26**	....	**227**	**4**	**15**	**23**	**18**	**35**	**65**	**33**	**2**	**1**	**22**	....	**218**
Total	**2**	**32**	**31**	**15**	**36**	**65**	**46**	**10**	**1**	**31**	....	**269**	**4**	**17**	**24**	**23**	**43**	**71**	**35**	**5**	**1**	**32**	....	**255**
Conflagrations, Temperature Extremes and Explosions:																								
Conflagrations	1	1	1	....	3	1	1	....	....	3	....	11	....	....	....	....	4	2	....	3	....	2	....	11
Exposure to welding flashes	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Exposure to cold or cold substances	....	....	1	....	....	....	....	....	....	....	....	1	1	....	3	1	1	....	....	....	....	....	....	6
Exposure to steam or other hot vapours	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Exposure to hot liquids or molten metal	....	....	....	....	3	....	....	....	....	....	....	3	....	....	....	1	4	....	....	....	....	....	....	....	5
Exposure to heat or hot substances, N.E.C.	....	2	....	....	....	3	1	....	....	....	....	6	....	....	....	....	1	....	....	....	....	....	....	....	1
Explosions—blasting accidents	....	1	....	6	....	4	3	....	....	....	....	14	1	1	....	5	5	3	2	....	....	2	....	19
Explosions of coal and/or dust	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Air blasts (bumps) in mines	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	....	....	1
Explosions of steam pressure apparatus	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Explosions of liquid air, gas pressure apparatus and containers	....	....	....	....	2	1	1	....	....	....	....	4	....	....	....	....	....	....	....	....	....	....	....	....
Explosions of gasoline and/or oil	2	....	....	1	4	2	3	....	....	....	....	12	....	....	....	3	1	1	1	3	....	1	....	10
Explosion of chemicals	....	....	....	....	4	2	....	....	....	....	....	6	....	....	....	....	1	1	....	....	....	....	....	2
Amunition and firearms (accidental)	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1
Other explosions	....	1	....	....	5	2	1	....	....	1	....	10	....	....	....	2	4	....	....	....	....	....	....	6
Total	**3**	**5**	**2**	**8**	**21**	**15**	**10**	....	....	**4**	....	**68**	**2**	**1**	**3**	**13**	**21**	**7**	**3**	**6**	....	**6**	....	**62**

Inhalation, Contact, Absorptions, Ingestion (asphsixiation, poisoning, etc.) and Industrial Diseases:																								
Exposure to Acids, alkalis and similar chemicals	....	....	....	....	2	....	....	....	....	....	....	2	....	....	....	1	2	....	....	....	....	....	....	3
Exposure to poisonous gases	....	....	1	3	7	....	2	....	1	6	....	20	....	3	....	2	6	2	2	2	....	3	....	20
Exposure to dust (silicosis, etc.)(3)	....	....	....	45	12	1	....	....	....	....	....	58	....	....	....	46	19	1	....	....	....	....	....	66
Exposure to poisonous vegetation	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....
Exposure to radioactive substances	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	4	....	....	....	....	....	....	....	4
Industrial diseases, N.E.C.	....	....	....	4	7	....	....	....	....	2	....	13	....	....	....	....	8	1	1	....	....	....	....	10
Exposure to miscellaneous poisonous agencies	....	....	....	....	1	3	....	....	....	....	....	4	....	....	....	....	1	....	....	....	....	....	....	1
Total	....	....	**1**	**53**	**29**	**4**	**2**	....	**1**	**8**	....	**98**	....	**3**	....	**53**	**36**	**4**	**3**	**2**	....	**3**	....	**104**
Contact with Electric Current:																								
Lightning accidents	....	....	....	....	....	....	....	....	....	....	....	....	4	....	....	....	....	....	....	....	....	....	....	4
Exposure to or contact with electricity	6	....	....	....	5	19	17	2	....	2	....	51	1	....	....	3	17	19	19	....	....	4	....	63
Total	**6**	....	....	....	**5**	**19**	**17**	**2**	....	**2**	....	**51**	**5**	....	....	**3**	**17**	**19**	**19**	....	....	**4**	....	**67**
Over-exertion:																								
Over-exertion resulting in strains, hernia, etc.	1	....	....	3	6	8	3	1	....	6	....	28	....	....	....	....	3	2	2	....	....	4	....	11
Total	**1**	....	....	**3**	**6**	**8**	**3**	**1**	....	**6**	....	**28**	....	....	....	....	**3**	**2**	**2**	....	....	**4**	....	**11**
Miscellaneous Accident Types																								
Violence	....	....	....	....	1	....	1	4	....	6	....	12	....	....	....	....	1	....	.....	.....	....	2	....	3
Bites, stings, etc., by animals, reptiles and insects	....	....	....	....	1	....	.....	.....	.....	.....	.....	1	....	....	....	....	.....	.....	.....	.....	.....	.....	.....	.....
Infection, N.E.C.	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....
Miscellaneous	3	3	....	2	4	3	4	....	....	3	....	22	....	....	....	....	3	1	.....	1	....	3	....	8
Total	**3**	**3**	....	**2**	**6**	**3**	**5**	**4**	....	**9**	....	**35**	....	....	....	....	**4**	**1**	.....	**1**	....	**5**	....	**11**
Grand Total	**72**	**150**	**37**	**159**	**228**	**250**	**222**	**55**	**2**	**105**	....	**1,280***	**49**	**122**	**34**	**163**	**222**	**234**	**210**	**61**	**1**	**137**	....	**1,233**

(1) Preliminary.

(2) Revised.

(3) Most of these workers may have been incapacitated for some years; this number does not represent the workers who have contracted this disease in 1963 or 1964.

* See footnote (2), Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRY, 1963-1964

Industry	1964[1]												1963[2]											
	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta	B.C.	Yukon and N.W.T.	Total
Agriculture	....	1	3	2	2	32	7	12	10	3	.....	72	....	1	....	5	2	29	2	4	3	3	.....	49
Forestry	....	....	2	3	30	28	1	2	3	81	.....	150	1	1	2	6	33	22	....	1	6	50	.....	122
Fishing and Trapping	....	2	28	1	....	3	....	....	....	3	.....	37	3	....	15	4	....	4	....	....	....	8	.....	34
Mines, Quarries, Oil Wells	8	....	9	3	22	53	5	2	15	40	2	159	5	....	8	4	18	51	7	8	26	35	1	163
Metal mines	5	....	....	....	11	48	5	....	....	29	1	99	1	....	....	2	14	43	6	4	....	24	1	95
Coal mines	....	....	9	1	....	....	....	....	3	4	.....	17	....	....	7	1	....	....	....	1	4	2	.....	15
Petroleum and gas	....	....	....	....	....	....	....	2	12	....	.....	14	....	....	....	....	....	1	....	2	20	2	.....	25
Non-metal mines, quarries, services	3	....	....	2	11	5	....	....	....	7	1	29	4	....	1	1	4	7	1	1	2	7	.....	28
Manufacturing	2	....	7	9	56	98	3	4	21	28	.....	228	4	2	6	7	53	91	6	1	15	37	.....	222
Food and beverages	1	....	5	....	4	6	....	....	1	2	.....	19	....	2	....	2	8	3	....	1	1	3	.....	20
Tobacco	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	1	1	....	....	....	....	.....	2
Rubber	....	....	....	....	1	1	....	....	....	....	.....	2	....	....	....	....	....	1	....	....	....	....	.....	1
Leather	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	1	....	....	....	....	.....	1
Textile	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	1	....	....	....	....	....	.....	1
Clothing	....	....	....	....	1	....	....	....	....	....	.....	1	....	....	....	....	....	....	....	....	....	....	.....	....
Wood	1	....	....	4	13	11	1	2	5	6	.....	43	....	....	1	1	5	7	1	....	....	12	.....	27
Paper	....	....	1	2	3	4	....	....	1	7	.....	18	1	....	1	....	7	4	....	....	1	9	.....	23
Printing, publishing	....	....	....	....	1	....	....	....	....	....	.....	1	....	....	....	....	2	....	....	....	....	1	.....	3
Primary metal	....	....	1	....	2	26	....	....	....	2	.....	31	....	....	3	....	6	24	....	....	....	5	.....	38
Metal fabricating	....	....	....	....	4	17	1	....	2	5	.....	29	....	....	....	....	7	15	3	....	2	....	.....	27
Machinery	....	....	....	....	2	10	1	1	1	....	.....	15	....	....	....	1	....	9	....	....	2	1	.....	13
Transportation equipment	....	....	....	1	9	7	....	....	2	2	.....	21	....	....	1	2	4	8	1	....	1	3	.....	20
Electrical	....	....	....	....	2	1	....	....	....	1	.....	4	....	....	....	....	3	4	1	....	....	1	.....	9
Non-metallic mineral	....	....	....	2	4	5	....	1	2	3	.....	17	2	....	....	1	5	4	....	....	....	....	.....	12
Petroleum and coal	....	....	....	....	....	2	....	....	3	....	.....	5	1	....	....	....	....	1	....	....	2	2	.....	6
Chemical	....	....	....	....	7	3	....	....	3	....	.....	13	....	....	....	....	2	3	....	....	3	....	.....	8
Miscellaneous	....	....	....	....	3	3	....	....	1	....	.....	7	....	....	....	....	2	6	....	....	3	....	.....	11
Construction	9	....	7	5	79	66	13	12	29	29	1	250	7	....	5	10	60	71	13	10	23	35	.....	234
Building	1	....	2	....	22	16	1	1	9	6	.....	58	2	....	3	3	31	16	5	2	6	9	.....	77
Highway	1	....	2	2	25	16	8	8	9	10	.....	81	5	....	....	5	8	18	3	4	7	7	.....	57
Other	7	....	3	3	32	34	4	3	11	13	1	111	....	....	2	2	21	37	5	4	10	19	.....	100
Transportation, Communication and Other Utilities	4	....	15	10	39	75	14	19	25	20	1	222	13	....	14	3	58	62	8	8	16	28	.....	210
Air[3]	....	....	....	....	....	3	4	1	....	....	1	9	1	....	....	....	8	5	....	....	1	4	.....	19
Water[3]	2	....	2	3	8	5	....	....	....	7	.....	27	9	....	....	....	11	2	....	....	....	8	.....	30
Railway	1	....	3	2	5	20	2	2	8	3	.....	46	1	....	6	....	12	7	1	1	2	5	.....	35
Local and highway	1	....	8	5	15	30	8	10	10	5	.....	92	2	....	4	1	17	33	5	4	7	7	.....	80
Miscellaneous	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	....	2	1	.....	3
Storage	....	....	....	....	....	3	....	2	2	2	.....	9	....	....	....	....	1	2	1	2	....	....	.....	6
Communication	....	....	....	....	2	1	....	....	1	....	.....	4	....	....	....	1	2	4	....	....	1	....	.....	8
Electric power, gas, water	....	....	2	....	9	13	....	4	4	3	.....	35	....	....	4	1	7	9	1	1	3	3	.....	29

Trade	....	....	**1**	**1**	**9**	**23**	**5**	**2**	**9**	**5**	.....	**55**	....	....	**4**	**1**	**10**	**26**	**3**	**4**	**7**	**6**	.....	**61**
Wholesale	....	....	1	....	3	13	3	1	7	4	.....	32	....	....	2	....	7	16	2	3	5	3	.....	38
Retail	....	....	....	1	6	10	2	1	2	1	.....	23	....	....	2	1	3	10	1	1	2	3	.....	23
Finance, Insurance and Real Estate	....	....	....	....	....	**2**	....	....	....	....	.....	**2**	....	....	....	....	....	**1**	....	....	....	....	.....	**1**
Service	**1**	....	**3**	**1**	**18**	**30**	**7**	**4**	**16**	**23**	**2**	**105**	**2**	....	**1**	**1**	**28**	**43**	**6**	**7**	**13**	**31**	**5**	**137**
Community, business	....	....	....	....	6	7	1	2	6	8	1	31	....	....	....	....	4	3	....	....	....	5	.....	12
Personal	....	....	1	....	4	11	....	1	4	3	.....	24	....	....	1	....	1	9	1	1	1	2	.....	16
Public Administration	1	....	2	1	8	12	6	1	6	12	1	50	2	....	....	1	23	31	5	6	12	24	5	109
Unspecified	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	....	....	....	.....	.....
Total	**24**	**3**	**75**	**35**	**255**	**410**	**55**	**57**	**128**	**232**	**6**	**1,280***	**35**	**4**	**55**	**41**	**262**	**400**	**45**	**43**	**109**	**233**	**6**	1,233

(1) Preliminary.

(2) Revised.

(3) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occuring outside of Canada are assigned to the province from which craft were operated.

* See footnote (2), Table H-1.

TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS, 1960-1964

Province	Non-fatal			Fatal	Total
	Medical Aid Only[1]	Temporary Disability	Permanent Disability		
1960					
Newfoundland	5,537	4,823	112	26	10,498
Prince Edward Island	1,043	731	13	4	1,791
Nova Scotia	10,336	6,977	529	37	17,879
New Brunswick	11,482	7,585	212	32	19,311
Quebec	...	...	...	220	100,704
Ontario	172,498	64,992	2,710	269	240,469
Manitoba	12,787	8,931	331	22	22,071
Saskatchewan	12,140	9,725	142	25	22,032
Alberta	26,457	19,101	797	116	46,471
British Columbia	38,715	21,518	1,037	161	61,431
Total	...	...	...	**912**	**542,657**
1961					
Newfoundland	5,317	3,495	41	11	8,864
Prince Edward Island	1,053	732	21	3	1,809
Nova Scotia	9,687	6,166	362	33	16,248
New Brunswick	9,097	7,421	223	23	16,764
Quebec	...	...	...	204	99,502
Ontario	175,876	61,148	2,593	273	239,890
Manitoba	12,375	9,019	415	28	21,837
Saskatchewan	12,210	9,976	81	35	22,302
Alberta	29,062	18,976	738	107	48,883
British Columbia	41,556	20,201	1,097	139	62,993
Total	...	...	...	**856**	**539,092**
1962					
Newfoundland	5,997	3,590	42	13	9,642
Prince Edward Island	948	841	33	4	1,826
Nova Scotia	11,732	7,123	285	37	19,177
New Brunswick	10,578	8,419	144	26	19,167
Quebec	...	...	...	160	115,243
Ontario	184,903	62,319	2,728	242	250,192
Manitoba	12,713	9,467	378	31	22,589
Saskatchewan	11,878	9,263	43	26	21,210
Alberta	27,844	20,795	796	131	49,566
British Columbia	41,684	21,636	1,210	164	64,694
Total	...	...	...	**834**	**573,306**
1963					
Newfoundland[2]	5,838	4,210	84	20	10,152
Prince Edward Island	1,256	952	32	4	2,244
Nova Scotia	12,170	7,547	310	31	20,058
New Brunswick	10,611	7,854	256	26	18,747
Quebec	...	...	...	224	122,248
Ontario[3]	142,614	52,535	1,741	200	197,090
Manitoba	13,601	10,083	387	28	24,099
Saskatchewan	11,004	10,153	357	48	21,562
Alberta	29,915	21,230	809	90	52,044
British Columbia	45,469	23,181	1,124	156	69,930
Total	...	...	...	827	538,174
1964[2]					
Newfoundland	5,174	3,637	76	13	8,900
Prince Edward Island	1,016	853	7	2	1,878
Nova Scotia	12,445	8,124	77	32	20,678
New Brunswick	11,413	9,967	189	36	21,605
Quebec	...	...	...	313	143,969
Ontario	...	...	...	413	306,159
Manitoba	14,364	11,042	452	39	25,897
Saskatchewan	11,544	8,862	54	36	20,496
Alberta	32,179	22,168	817	113	55,277
British Columbia	49,641	24,869	1,234	155	75,899
Total	...	...	...	1,152	680,758

[1] Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation. This period varies from 1 to 5 days.

[2] Preliminary.

[3] From Jan. 1 to Sept. 30, 1963.